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The effectiveness of using financial assistance and supportive services was studied in order to increase the ability of unemployed workers and reduce unemployment in Georgia. The project's close cooperation with the ongoing program of the employment service is evidenced by the fact that 99 percent of the workers obtained their jobs through the public employment service. Local employment service office managers and area supervisors assisted in designing the goals and purposes of the project, and in deriving the methods of operation and functional position of labor mobility. Of 793 persons eligible for relocation assistance, 282 were successfully physically relocated: 220 intrastate relations and 62 interstate relocations. Only 38 relocations were unsuccessful, 30 intrastate and 8 interstate. Organization and staffing, operations, and the relocation process are discussed in detail. Based on findings which evidence achievement of the basic purposes of the project, it was concluded that an ongoing nationwide program similarly conducted would materially and positively affect the national economy. (CH)

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FINAL REPORT

OF THE

GEORGIA LABOR MOBILITY DEMONSTRATION PROJECT

DECEMBER 1, 1967 — DECEMBER 31, 1968

Prepared by

GEORGIA DEPARTMENT OF LABOR
Employment Security Agency
Georgia State Employment Service
State Labor Building
Atlanta, Georgia 30334

MARCH 31, 1969

SAM CALDWELL, Commissioner

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U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
OFFICE OF EDUCATION

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I. BACKGROUND AND INTRODUCTION

A. General Background and Purposes of Georgia Project

The Georgia Employment Security Agency conducted a Labor Mobility Demonstration Project, beginning October 1, 1967 and ending December 31, 1968. This Project was authorized by the MDTA of 1962, as amended, and funded from MDTA E & D funds provided under Section 104 of the above Act. The purpose of the Project was to show the effectiveness of using financial assistance and supportive services both to increase the mobility of unemployed workers and to reduce unemployment. The Project, being a research venture in nature, was proposed to gather information about all phases of a mobility project rather than to move people per se.

B. The Project Population

1. Population Size and Selection

The project population, or workers to be included in the Project, were selected by processing the applicant traffic, including unemployment insurance claimants and agricultural workers who had become unemployed as a result of increased mechanization, technological progress, and the application of the minimum wage and hour law. After a determination was made in the local office that the worker could not reasonably be expected to locate suitable work at his wage and skill level locally, then he was referred to the Labor Mobility Representative. Some workers were referred to the Labor Mobility Project by Job Corps Representatives or MDTA Co-ordinators. In each case, however, the applicant must have been registered in the Employment Service Local Office. Original estimates of the population size were 1800 workers; however, after two or three months experience, the estimate was adjusted to 1100 workers, with an estimated 225 of these to be moved by the project. The report reveals that actually approximately

1200 workers were screened, with approximately 800 of these initially eligible, and 282 were physically relocated.

2. Occupational Characteristics of Workers

A part of the project population was comprised of persons with only a farm background, who possessed little skill or knowledge which could be utilized in their area of residence. Some had limited work experience in farm-related jobs.

On the other hand, the significant part of the project population were people of varied personal and occupational backgrounds which included seme-skilled, skilled, and technical work areas, and both low and high educational levels. Some of these were persons who were ready to enter the labor force after completion of school or occupational training, or were persons who were placed in involuntary unemployment by technological changes or other reasons beyond their control. Included in this group were graduates from several MDTA training courses who could not be placed in training-related occupations in their resident areas.

3. Primary Geographical Areas Served as Supply Area

Approximately 75% of the project population were supplied by six (6) local office areas in the State. A brief economic description of each follows:

Douglas

The Douglas local office area, located in Southeast Georgia, consists of Appling, Atkinson, Bacon, Coffee, and Jeff Davis counties. The population of this area was 63,565 in 1950, by 1960 it had dropped to 58,660, and the estimate in 1968 was 62,800. The total work force is 20,330. During the past twelve months, the unemployment rate has averaged 3.9%.

The major manufacturing industry is apparel and other finished textile production, which employs an estimated 2180 workers. Approximately 1030 people are engaged in lumber and wood products, 800 in textile mill production, and 720 in food and kindred products. Of the total work force, 5570 persons are engaged in manufacturing industries.

Approximately 7030 workers are engaged in non-manufacturing activities. Of this number, 2700 work in government, 2520 in wholesale and retail trade, and 790 in services. Self-employed persons, unpaid family workers, and domestic workers account for 2710 people. Agricultural employment averages 3790 workers.

Gainesville

The Gainesville local office area comprises Dawson, Forsyth, Hall, Jackson, Lumpkin, and White counties, geographically located in North-Central (Appalachian) region of Georgia. The population of this area in 1950 was 86,352; 1960 - 98,174, and the latest estimate is 108,300. The total work force population is 40,770. During the last twelve months, the unemployment rate has averaged 3.8%.

The major manufacturing industries for the area are food and kindred products and textile mill products. Approximately 1130 workers are engaged in machinery production and 2850 in apparel production. Of the total labor force, 15,550 persons are employed in manufacturing industries. Approximately 15,790 workers are engaged in non-manufacturing activities. Of this number, 4900 work in wholesale and retail trade, 4700 in government, 2250 in service, 1320 in transportation, cummunications, electric, gas and sanitary services, 1310 in contract construction, 780 in finance, insurance, and real estate, and 530 in all other non-manufacturing activities. Self-

employed, unpaid family workers, and domestic workers account for 4590 people. Agricultural employment averages 3230 workers, or approximately 8% of the labor force.

Moultrie

The Moultrie local office area is made up of Colquitt, Mitchell and Worth counties, and is located in the Southwest area of the State. The total population of the area in 1950 was 75,884. By 1960, it had dropped to 70,382, and the latest estimate is 72,400. The total work force is 23,230. During the past twelve months, the unemployment rate has averaged 5.1%.

The major industry of the area is wholesale and retail trade with approximately 3000 workers engaged in this industry. Only 4900 persons are employed in manufacturing. The agricultural employment is 4600. The remainder of the work force is employed in construction, trade, service, and government.

Statesboro

The Statesboro local office area includes Bulloch, Candler, Effingham, Emanuel, Evans, Jenkins, Screven, and Tattnall counties in the Southeast quadrant of the State. The total population in 1950 was 103,448; by 1960, it had dropped to 95,606, and the latest estimate is 100,800, including 2800 inmates of Georgia State Prison at Reidsville. The latest estimated work force is 34,060. During the last twelve months, the unemployment rate has averaged 5.2%.

Of the total work force, only 6530 persons are engaged in manufacturing, with 2310 of these engaged in apparel and finished textile products, 1150 in textile mill production, 1130 in lumber and wood production. Non-manufacturing industries enployed 13,410 workers, with 4780 engaged in government, 4250 in wholesale and

retail trade, and 2240 in finance, insurance, and real estate. Self-employed, unpaid family workers, and domestics account for 5200 workers, and 6610 are employed in farming.

Valdosta

The Valdosta local office area consists of Berrien, Cook, Lanier, and Lowndes counties, situated in the South Central section of the State. The total population of the area was 69,023 in 1950; 80,103 in 1960, and estimated at 82,100 at the time of this report. The total work force population of the area is 30,780, and the unemployment rate for the last twelve months averaged 3.8%.

Of the total work force, 6680 are engaged in manufacturing with 1570 in apparel and other finished textile products, 1440 in lumber and wood products, and 900 in machinery production. Non-manufacturing industries employ 14,070 persons with 5210 employed in wholesale and retail trade, 4350 in government, and 2130 in service. 4080 workers are self-employed, unapid family workers, and domestics. 4050 are employed on the farm.

Waycross

The Waycross local office serving Brantley, Charlton, Clinch, Pierce, Ware, and Wayne counties is located in the Southeast quadrant of the State. In 1950 the population was 72,864; in 1960 - 79,567, and the latest estimate shows 84,100. With 28,230 persons in the labor force, the unemployment rate has averaged 5.0% for the last twelve months.

Manufacturing employs 6210 workers, with 1260 in lumber and wood products, 670 each in machinery manufacturing and leather production, and 660 in apparel and other finished textile production. Non-manufacturing industries engage 14,130 workers, with 3900 in

wholesale and retail trade, 3820 in government, 2390 in services, and 2250 in transportation, communications, electric, gas, and sanitary services. 3960 workers are self-employed, unpaid family workers, and domestics. 2340 workers are employed in farming.

C. Labor Mobility's Position in ES Operation of Agency

The Labor Mobility Project was operated in Georgia as closely as possible and feasible to an on-going program of the Employment Service in the State. All Local Offices' Managers and Area Supervisors assisted in designing the goals and purposes of this Project and keeping these goals in mind, derived the methods of operation and functional position of Labor Mobility combined with the ES Clearance System. All referrals into Labor Mobility were made by the Local Office, and then only after normal job development had been exhausted locally for the applicant.

Normal ES Clearance procedure was followed on all job referrals and Local Offices recorded and received Clearance placements and acceptances for referrals and hires. The Area Labor Mobility Representative assisted Local Office personnel in Clearance procedures and the actual performance of Clearance activities.

II. ORGANIZATION AND STAFFING

A. Organization (Refer to Chart B-10)

Due to the heavy workload being carried on by the Agency at the time, in both the state and local offices, the new workload burden which was anticipated by the creation of the Labor Mobility Project could not be assumed by existing staff, although regular ES staff assisted wherever possible. Therefore, it was necessary to staff the Project independent of and over and above present staff allocations.

The following positions were created to carry out the designs and intention of this project:

1. Project Supervisor (1 Position) - Functional head of project statewide. Responsible for overall supervision and direction of the Project. Coordinate all activities with the State Clearance Officer and local offices through area supervisors. Provide and conduct training to all personnel assigned to Project, as well as training to area supervisors, local office managers, and lateral ES staff members. Direction of preparation of periodic and final reports.

2. Statistician (1 Position) - Responsible for collection and maintenance of all statistical information and preparation of monthly reports.

3. Stenographer (1 Position) - Secretary to Project Supervisor and Assistant Project Supervisor. Perform normal administrative, clerical, and reports functions.

4. Unit Supervisor (1 Position) - Assist the Project Supervisor in the overall supervision and coordination of the program. Also directly supervise the Job Development Unit and the Payment Unit.

5. Employment Interviewer (3 Positions) - Located in the Central Office, these individuals conduct job development both in and out of

the State for individual relocatees. From time to time, are called on to assist in pre-relocation and post-relocation supportive services.

6. Claims Examiner (2 Positions) - Located in the Central Office, these individuals receive and make monetary determinations of requests for Relocation Assistance Allowances (RAA), coordinate activities with MDTA Payment Unit for Payment and delivery of checks for RAA.

7. Clerk-Typist (2 Positions) - Perform all clerical duties of Payment and Job Development Units.

8. Employer Relations Representative (7 Positions) - These positions were created as functional Area Labor Mobility Representatives. They are distributed throughout the State and are responsible for carrying out the functions of the Project at a local office level. They, along with other local office staff, identify applicants who are potential relocatees and job openings to be included under the Project. They make field and home visits to applicants and employers, make background checks, and assist the relocatee in all services, both as Supply and Demand Area Representative.

B. Staff Recruitment

All of the employees in this Agency are covered by the State Merit System of Personnel Administration, therefore, recruitment was through the Merit System. No problems were encountered in recruitment with the exception of the statistician, which was never filled, and the stenographer, which was filled initially by an emergency appointee, who subsequently was placed on appointment after successfully completing requirements for the position.

The Project Supervisor, who had been in the Agency for eight years, was appointed October 1, 1967. By November 16, 1967, all the positions except stenographer, statistician, and three field representatives were

on the payroll. By January 1, 1968, all positions except statistician were filled. Of the 17 persons assigned to the Project, only 5 had more than 6 months experience with the Agency; the Project Supervisor, 8 years; two Field Representatives, 7 years each; one Claims Examiner, 7 years; and one Field Representative, 4 years. One Field Representative had 3 months experience as Employer Relations Representative and the Unit Supervisor had 5 months experience as Employer Relations Representative. All of the other positions were filled by new personnel selected from the State Merit System Register of qualified applicants available.

In spite of the lack of experience in Employment Service, all personnel were well suited to their assigned functions. Most were aggressive, self-starting individuals who were enthusiastic about the type of program being administered, and who developed confidence in the program as it progressed. Those who encountered problems in adaptability to the program requested, and were granted, transfer back into the mainstream of Employment Service. Cooperation between units and individuals was excellent, which insured success of the Project from its inception.

C. Training

In late November, 1967, all personnel assigned to Labor Mobility were called to Atlanta for training and indoctrination in Labor Mobility and the Employment Service. The Project Supervisor coordinated the training, and representatives from the Interregional Coordinator's office in New York, Regional and National BES representatives and State Employment Service Technical Staff sat in all meetings and conducted portions of the training. Representatives from Atlanta region Travelers' Aid were present at the session on Supportive Service.

In addition to the LM Staff training, the Project Supervisor and the State Clerance Officer conducted local office managers' training by area meetings. These meetings were in four sections of the State and lasted one day each.

The Job Development staff, for two weeks in December were assigned temporarily to one of Atlanta's local ES offices for additional training in basic ES operations. As stated above, all were new entries into Employment Service, and this on-the-job training was of great use and importance to these interviewers.

A Labor Mobility Represtntative's Handbook was promulgated by the Project Supervisor and other staff available in October and early November. All training was conducted with strong emphasis on this handbook, which contained criteria and guidelines for eligibility, selection, screening, referral, and relocation process. UIPL 797, as amended, was used as tool for training or discussion on payment of RAA.

D. Problems Encountered in Staffing

Even though the above positions were created, all of them were never occupied at any time during the tenure of the Project:

1. Recruitment efforts for a statistician were unsuccessful, and that position remained vacant for the duration. The activities assigned to that position were performed by the Project Supervisor, 1 Claims Examiner and 1 Clerk-Typist.

2. From April 1, 1968, until the termination of the project, the position of Unit Supervisor was unfilled. These activities were performed by a Claims Examiner who had limited supervisory training and experience.

3. One of the Area Labor Mobility Representatives in the Atlanta Area was transferred in April, 1968, and that position went unfilled

through the termination of the Project. The activities assigned to that position were absorbed by the lone remaining Atlanta Area Labor Mobility Representative, with occasional help at peak periods from interviewers on the Central Office Staff and the Project Supervisor.

4. One of the Employment Interviewers was transferred in July, 1968, and no replacement was hired. His activities were absorbed by the remaining two interviewers.

5. The activities of the Project during the final 3 months were performed by only a skeleton crew because of budgetary uncertainties. During this period, as activity reports will reflect, the Project was staffed with a Project Supervisor, a Secretary, 1 Claims Examiner and 1 Clerk-Typist in the Central Office, and 5 Area Labor Mobility Representatives.

III. OPERATIONS

A. Recruitment and Screening

1. Recruitment

Most of the applicants were:

a. Drawn from the files and claims files by Local Office Mobility Representatives or Area Field Mobility Representatives.

b. From unplaced MDTA Trainees.

c. From Vocational-Technical School trainees in close cooperation with the local office manager (because of occupational shortages within the area served).

d. Job Corps Graduates.

e. Farm Placement Representatives

f. Work of mouth advertising by Relocatees or those screened by the Project.

g. Positive recruitment, where the employers representative in coordination with Clerance Order Employers, visit the supply area to recruit applicant for his business.

h. Brochure used in local offices and by Field Representatives with potential applicants.

i. Personal contact by Area Representatives with Employers, informing them of the Project.

2. Screening

a. Area Supervisors issued instructions to emphasize to applicants the Question on work application, "Willing to Leave Town? If they signified "Yes", an "M" was placed beside the block checked.

b. Any applicant unplaced in 15 days was screened by local office to determine employability in the area.

c. Area Representative screened files with local office interviewers and claims personnel to determine a & b above, also, he continuously maintained close contact with interviewers, reviewing the files and job orders.

d. Potential relocatees were selected by these methods and also any unemployed applicant when he registered, who had an occupation particularly difficult for the local office personnel to place, was refered to the Labor Mobility Project.

e. A Suitable Employment Certification was completed by the local office manager or his representative, designating those selected as eligible for personal screening by the area Mobility Representative. Interviews were set up by the office for eligible prospects to see the Field Man on his scheduled visit or the Manager's Certification was mailed to the Representative and he in turn would arrange an interview by mail, call-in card or telephone.

3. Eligibility

The Mobility Representatives screened the application for employment very closely before personally talking with the applicant to determine if:

a. They were unemployed.

b. Why?

c. How long?

d. Does he or she desire to relocate?

e. Can the local office place this person?

f. Is his work record unstable?

g. Background: Parolee, Prison Record, Age, any evidence of mental or physical disorders?

h. Draft status and family status.

The Mobility Representative with the local office interviewers, counselor, and by a few phone calls to past employers, could determine eligibility. A personal interview followed. The application for employment (out of area), and personal characteristics and eligibility screening questionnaires were completed to determine if, in the mind of the Representative, this person would be a successful relocatee. At times, some of the initial screening process had been completed by the local office so that only interviewing and enrolling into the Project was necessary.

Labor Mobility's Central Office reviewed all applicant's papers and were the final arbiters.

4. Comments

Any applicant who at time of interview declined to relocate was instantly ineligible, no papers were completed or the paper work was halted. This did not rule him permanently ineligible. The applicant could change his mind. If the enrollee was married, an interview with the spouse was conducted.

Scheduled visits were prepared monthly, subject to the Area Supervisor's approval. The larger offices were visited each week, smaller ones, every other week or on call basis. The time spent, one, two or three days, was determined by the workload. This schedule was flexible due to Labor Mobility's many varied requirements. Scheduled visits were most effective; the offices knew the time designated and could set up interviews for the Representative accordingly.

B. Job Development

1. By Field Representatives

The Field Representative, during interviews, guided the prospect

as far as practicable in selection of the cities in which he desired to obtain employment, based on the knowledge of labor demands within the area and statewide.

Direct out of area job orders from each office served were reviewed by the Representative for possible placement and the State Inventory of Job Openings was thoroughly reviewed.

Upon determination that no job orders were available in the area or state, the Field Representative reviewed the State Labor Supply and Demand Survey for needs in the cities selected. A call to the Representative in that area was made; the applicant was thoroughly discussed as to skill, qualifications, and representative's opinion of his sincerity.

The Field Representative called could do several things:

a. Discuss applicant with an employer who could possibly use the applicant.

b. Discuss applicant with local office manager in the demand area for job development, or

c. Request copy of out of area application for work for further job development.

The applicantion was forwarded to the central office, where the Job Development Unit began screening orders, IJO's, etc., for possible job openings.

The Field Representative on his visits discussed the applicant with ES Managers, called employers in area cities and continually searched for job opportunities for this applicant. The prospect was kept informed of job development attempts and periodically, personally re-interviewed.

2. By Central Office Job Development Unit

Applicants were processed through the Central Offices as well as in the field. Basically, the Central Office of the Project was a junction point for relocatees and applicants coming to the Atlanta area. With the above mentioned flow of traffic through the Central Office, the Job Development Specialists effectively counseled their applicants for a more solid foundation from which to work.

Completed work application forms gave the Job Development Specialist the past work history and all other needed information on the applicant. The application provided ample space to keep a chronological action summary of the efforts put forth in the applicant's behalf.

During the job development interval of each applicant, his file was used by the Job Development Specialist. All efforts made by the specialist were recorded on the job application form, and he had the answers to employers questions at his fingertips.

The Georgia Labor Mobility Project was unique in that it was the only Project having a Job Development Unit in the Central Office. This unit was made up of three interviewers who, through Job Availability Inquiry cards; telephone contacts from newspaper, trade journal and publication leads, obtained job openings for interested applicants of the Project. The ES was the first step in all cases. When required or justified, a resume was compiled by the JD Specialist for the applicant.

Positive recruitment was not conducted through the Labor Mobility Project Central Office.

The X Company was in desperate need of 40 arc welders. The Job Development Specialists placed the order in Clearance. Through the

combined efforts of Georgia, Alabama, and Mississippi, the employer's needs were met in less than 30 days. Labor Mobility was the main moving force in the placement of these 40 men.

Clearance was of utmost importance to the Project. Without the Clearance processes, the Project would have suffered.

Publicity was not used in any form. Referrals to the Labor Mobility Project were processed through the Georgia Employment Service or interstate and intrastate Clearance. Recruitment of applicants in a wholesale manner was not the aim or desire of the Georgia Project. Careful selection of applicants through the above mentioned supply channels was the only sensible approach toward reaching the people who needed Labor Mobility Project's services.

One of the tools most helpful to the JD Specialists were the out of state Inventory of Job Openings and the Labor Supply and Demand Summary lists. These were submitted by 49 of the 50 states, Kentucky being the exception.

The 2,595 job development attempts with the resulting 480 job openings, justified the existence of such a Job Development Unit.

A straight approach on each applicant with a potential employer with no attempt to "oversell" the applicant's true abilities produced solid results.

3. Face to Face Interviews

One of the most effective efforts of the entire Project was the face to face interview of the applicant with potential employers. Very few employers will hire a worker, sight unseen. Careful screening throughout the Project's operation held the number of face to face interviews to the minimum.

Only in the case of an employer not hiring by telephone, doing positive recruiting in the supply area, or not giving the Project hiring authority, was the applicant sent on a face to face interview.

A total of 398 workers were authorized interviews at a average cost of $34. The total cost, $13,499, was 4 3/4% of the entire Project's costs. As shown above, the monies expended were dwarfed by the outstanding results obtained.

C. Services To Applicants

1. Project Services

First, a complete explanation of the Labor Mobility Project and what was expected of the relocatee was made to the applicant. During initial screening of each applicant, a clear cut picture, normally, was obtained. Past work background, family income, debts, family and health problems, and education and training was recorded. A person to person evaluation of the applicant was most important to determine his sincerity of interest, appearance, personality, and, during the man and wife interview, to get the reactions of the spouse to a possible relocation and locale. This interview often times was carried out in the applicant's home.

The pre-relocation counseling with each potential relocatee was time consuming, but of utmost importance in making a final decision on the plans of the relocation to be made. The face to face interview with the employer was an important phase of the Project's work. This interview gave the employer an opportunity to interview the applicant and vice versa. The applicant, if hired and he himself was satisfied with the particular job's advantages, would have sufficient time to determine the housing, school, church, transportation and shopping situations of the new area.

Often the Project assisted the applicant in disposing of unwanted furniture, appliances, leases, automobiles and houses. In one case, through the efforts of the Labor Mobility Project, the Georgia Governor's Office contacted the Alabama Governor's Office to obtain a state held record needed by the applicant to satisfy the requirements of his employer. In most cases, each applicant was assisted by the Area Labor Mobility Representative to find housing, and in the Redman Industries - Americus case, when suitable housing was not available, to buy mobile homes at cost, financed through a Georgia banking chain. A significant portion of the metropolitan Atlanta area Representatives' working hours were spent in the above type of services.

Post-relocation services were offered on an individual's needs and not as a group service. A brief talk with an employer who felt that the relocatee was not producing as expected, and in turn, a talk with the relocatee, in most cases, worked out the problem. In one case, a relocatee's wife refused to move for no real reason, and after counseling, did relocate to the new area. One relocatee with a mentally retarded daughter required a special school for the child, and after a check of the new area, by the Project, such a school (the best in the United States) was found in the new area. On occasion, a relocatee, through poor money management, found himself in a precarious situation. Labor Mobility Representatives, often made personal, out of pocket loans, to the relocatees to tide them over. Out of state relocatees received services equal to and often times exceeding that received by intrastate relocatees. The entire Project stood ready to assist and guide each relocatee.

2. Housing Shortages

Housing in Atlanta and Americus is critical due to the tremendous influx of people to these two area. The need for apartment complexes and suburban housing is growing daily. In most cases, time and patience was the course to take in locating an applicant a proper dwelling within his economic reach.

3. Other Employment Service Offices

Local Employment Service offices throughout the state were utilized, when needed, for placement of relocatees who were laid off, fired, or the job was misrepresented.

A close working arrangement often developed between the Georgia Labor Mobility Project and other Labor Mobility Projects. The results when other LM Projects, especially Mississippi, Kentucky, and California, cooperated, far exceeded those when the Projects were not as cooperative.

4. Outside Agencies

Travelers' Aid was most helpful in attempting to locate housing for many of the Georgia and Mississippi relocatees. An up to date card file was set up by Travelers' Aid specifically for the relocatees moving into the Atlanta, Georgia area. The Atlanta Public Housing Authority has a one year residence rule which ruled it out as a help to the Labor Mobility relocatees.

5. Comments

Since supportive services was one of the main functions of the Georgia Labor Mobility Project, many of the successful relocations may be credited to these services.

D. Typical Day for Area Field Representative

Beginning the week (Monday), the "Field Man" usually starts at his base Employment Service office to review the mail, requirements of the week, answer any correspondence, write memo's to other Field Men or to the Central Office, review any new direct clearance orders that came into the area or originated within his service responsibilities, and read and evaluate clearance applications sent to him for possible placement or job development. The direct clearance orders were always closely followed for placement of his available applicants. Any decision affecting project enrollees could change the week's itinerary. Are any of his applicants moving out of the area? If so, relocation checks must be on time, a definite understanding must be made with the family, a committment must be made to the movers after selection from the bids received. Does he have a family moving into the area? Can he be of assistance or must he try to assist the applicant in finding suitable housing? The use of the telephone is a necessity to the Representative. Without it, he would constantly be on the road. The Representative utilized the telephone to conduct Labor Mobility business with local offices, other Representatives, applicants and employers.

The Area Representative tries to maintain his schedule to the local offices regardless of the above activities, striving to arrive at a designated time. Interviews have been arranged in the office or he has an appointment for group interviewing at vocational-technical schools or MDTA classes. He enrolls as many personally as he can determine eligible or as time permits. Due to numbers, he may monitor groups in mass enrollment, or he may assist other Representatives in their territories in the same requirements. If he has an enrollee that can be sent out on a face to face interview (job order or job development), he calls the Central Office

for a check to be sent to the local office, round trip bus fare, plus $5.00 for meals, $5.00 for lodging per day. He calls the prospective employer, local office or Central Office to arrange time and date of interview, or conversely, he calls another Area Representative to send one of his available applicants for a face to face interview on a job order that he is unable to fill.

If an employer hires a Project member, the Representative in the order holding office area must get an Employer's Certification signed by the hiring authority, verifying placement, date of hire, location of job, and salary. Arrangements are made with the worker about how, where, and when he can expect relocation checks to be received, what to do about moving the family, where to look for housing, transportation, community facilities, etc., etc. The Field Representative uses this opportunity to seek other openings from the employer and keeps the employer informed on what we are doing for him and his employees.

The Representative reviews and goes over all hard to fill job orders in the office, discusses possibilities of finding suitable workers to fill the order, recommends placing order on Direct Clearance, State or Interstate Clearance. He identifies, from screening files, available applicants or surplus workers in the State as possible prospects for the job, generally doing everything possible to assist the local office and employer to successfully fill the order.

If there is a surplus of workers in his area due to mass layoff, graduation of MDTA or vocational-technical students, he works out of area job orders, referring Labor Mobility enrollees for face to face interviews to the employers or offices concerned. He keeps in mind all out of area job orders with multiple openings so that he may refer his applicants if

they qualify. Labor Mobility is most successful when project workers are immediately referred to job openings.

This does not conclude his day by any means. Each relocation requires a follow-up report, a personal inquiry about his job, the move, his finances, how he likes the community, is he happy, his family happy, etc. This interview most times must be conducted at the relocatee's home after working hours. The day's activities must be recorded, tally sheets made on each person interviewed, and actions taken for selectees, relocatees, and all efforts made in their behalf. If he is lucky and will remain the next day with this particular office he can go to a motel or hotel and go to bed, providing a reservation has been made. If not, he heads back home, fifty, seventy-five, a hundred fifty miles, or to the next city requiring his services, again if he has made reservations. The Field Representative usually spends four days on scheduled visits away from his home office. A successful Representative must marry his job and go to see his wife sometimes.

IV. THE RELOCATION PROCESS

A. The Relocatee

1. Characteristics

The average relocatee was between age 22-44, had 12 years education, was married with one or two dependents, with less than $50 financial reserve and had earned $3000-$4999 in the past twelve months. (Refer to Chart B-11). All of the relocatees were heads of household. 37.5% were veterans, 43% were disadvantaged, 89% were males, 7½% were handicapped, 28% had MDTA or Job Corps training, 74% were white, and only 4.7% were home owners at the time of initial screening. Over half of the relocatees had earned less than $1.75 per hour on their old job, but went to jobs paying $2.00 to $2.50 per hour (See Chart B-12). Since the relocatees were mostly work-oriented persons who had acquired an occupational skill, most went to the same occupations in which they were previously employed. (See Chart B-13.)

Of the 282 persons who were physically relocated, only 68 moved household goods, at the expense of the Project. These 68 relocatees moved an average of 3911 pounds of household goods. Seven relocatees had mobile homes, and were moved to the relocation area by the Project.

Of the 282 persons relocated, 220 were moved within the boundaries of Georgia and 62 relocated to other states (See Quantitative Summary, Page 2, Item 3). The overall average distance of relocations was 318 miles - the average for intra-state, 142 miles; and inter-state, 919 miles. (Refer to Chart B-14.)

During the year, 282 relocations were made, however, half of these were made in the summer months. (See Chart B-15.)

Chart B-16 illustrates the results of relocations made. Of the 252 workers who actually relocated to the new area and began work, 85%, or 214, were successful. Of the 282 workers who accepted jobs, 76% went to the new job and were successful. Thirty eight returned within 60 days and thirty never began work.

Most of the workers came from the areas defined in Part I. See Chart B-17.

Various problems were encountered by these relocatees in the Demand Area. Workers with large families, particularly those who owned no furniture, had difficulty in locating suitable housing. Lack of transportation prevailed as a major problem. Workers who had shown poor employment records tended to be in need of job orientation, e.g. such things as going on time, proper use of sick and annual leave, notifying employer of illness, etc.

2. Costs of Relocation

This Project expended $81,928.22 in Relocation Assistance Allowances. Following is a summary by category:

Travel Allowance	$ 6,595.15
Household Goods Allowances	17,003.07
Lump Sum Allowances	51,130.00
Type 4 Loan (To purchase home)	7,200.00
Total	$81,928.22

Travel Allowances were funds expended by the project to the workers or to commercial carriers for transportation from the resident area to the relocation area.

Household Goods Allowances were paid to the worker or commercial carrier for packing, moving, and/or storage on household belongings.

Lump Sum Allowances were paid to the worker for the worker's and his family's settling in allowances. This was computed at 1 times National Average Manufacturing Weekly Wage for the worker, 1 x NAMWW for the wife and 1/2 that amount for each child, up to 4 children. Also included in this amount were payments to workers for separate maintenance. If the worker, upon arrival in his relocation area, could not find suitable housing within a reasonable period, these payments were made to him beginning after one week and paid for up to 4 consecutive weeks. This amount was computed as 1/2 the National Average Manufacturing Weekly Wage per week.

When a dozen workers with families relocated to Americus, Georgia through Labor Mobility Projects in Kentucky and Mississippi, and housing could not be located due to sudden influx of returning college professors, staff personnel, and students, an arrangement was made with the employer, a mobile home manufacturer, a local bank, and the Georgia Labor Mobility Project for the workers to purchase mobile homes from the employer at cost, with the bank extending the first mortgage and the Georgia Project $600 each for down payments.

3. Comments

Mismanagement of funds by relocatees was significantly noted as a major problem area. Relocated workers tend to "blow" their relocation allowance payments on items non-related to their needs or intended purposes. In many cases, workers who were paid their lump sum allowances before they left the supply area used the funds for paying past due debts, buying clothes, repairing autos, etc. The need for money for these purposes was not explained to project personnel in advance, therefore, prior arrangements out of the ordinary could not be made. Nevertheless, these workers reported to the demand area without

sufficient funds for even one meal. Some workers arrived in the demand area with money, but "blew" it on "wine, women, and song" in a few short hours. One worker from Kentucky reported to Americus, Georgia, three days late for work, without a dollar in his pocket. Further interview revealed he had left Kentucky with over $300 and had laid-over in Atlanta, where he spent money until he was broke. Since part of the money was for his family's relocation allowances, the employer had to advance him money for expenses for the first week, as well as money to return to Kentucky to move his family.

No attempt was made to correct the problems of another state's project, but the Project Director was informed verbally of the circumstances. Attempts to avoid misuse of funds were made in several ways. Further counseling brought out full needs of potential relocatees, then only a sufficient amount of allowances were paid to allow the worker to arrive in the demand area. Since Georgia's Project was able to issue a RAA check within an hour or less, these piece-meal payments were feasible, and resulted in closer supervision of the worker's resources. Our experience has shown that payments spread out over a period of time, as necessary, is more beneficial to the worker than the large sum before the worker leaves the supply area.

B. The Returnee

1. Characteristics

The basic personal characteristics of the 38 returnees vary very little from the relocatees. Youth was prevalent among the returnees, and 2/3 of the returnees had less than two dependents. Half of them had less than a high school education. 71% of them

had earned less than $3500 in the twelve months preceding entry into the Project. It is conclusive that the young single or married with no children may more easily return to his supply area than a worker with a large family.

2. Reason for Return

Over half (56%) of the returnees were forced to leave their new job for personal reasons. Most prevalant was homesickness, with a toll of 12. Two returned for family health problems and three were inducted into the military service. One had personal illness, one was fired - unable to do the work, one fired for excessive absenteeism, and one returned to accept a better job in his supply area.

Thirteen, or 33% of the returnees returned for job connected reasons. Of these, 5 returned because of unattractive physical conditions of work, 3 because the work was too hard, 2 because the work was different than promised, and 3 were laid off - 1, for lack of work, and 2 for other circumstances.

Only 4 returned because of community factors. Two of these were unable to locate suitable housing in the demand area and two were totally dissatisfied with the new community.

Some returnees were continually faced with a complexity of problems, and we have prepared case histories of two (2) of these in Appendix D.

3. Comments

Even though the Project was apprised of an unsuccessful relocation developing in a few cases, almost all of the returnees had returned to their respective supply areas before the Project could counsel with the applicant and attempt to avoid the unsuccessful relocation. More importance should have been stressed upon the relocated worker

in order to have him contact the Project or any ES local office before he returns to his supply area. Since half of the returnees returned to the supply area during the third week of relocation, it may be in order to have a short two week follow-up, simply a phone call or a visit on the job to the worker. If, at that time an unsuccessful relocation is developing, the Project personnel may be able to detect it and take steps to avoid it. If a return is suspected, then the supportive services staff could re-enter the picture and help the relocated worker and/or his family over the crisis.

C. The Withdrawals

1. Characteristics

The personal characteristics of this group differ very little to those of the relocatee, however, a slightly lower education level and an increased percentage of unmarried individuals exists. Over 2/3 of the withdrawals were disadvantaged, indicating that the fear of entry into an occupation or fear of a new location increased the possibilities of a withdrawal. Half of the withdrawals had earned less than $1200 in the preceding twelve months.

2. Reason Withdrew

The withdrawals were contacted to determine the reasons for failure to enter into the new job, or failure to relocate. Following are the results:

2 - Did not like community or job location

2 - Inability to find suitable housing in new area

2 - Wife (or family) not willing to relocate

1 - Special medical or education services not available

2 - Job offer withdrawn due to physical condition

9 - Obtained local employment

1 - Recalled by former employer

1 - Found working conditions unsatisfactory

4 - Unavailability of transportation in new area

2 - Had insufficient funds to complete relocation

4 - Were inducted into military service

D. Experiences with Special Groups

Several charts have been promulgated to demonstrate the effectiveness of our experience with special groups. These charts apear in Appendix B of this report. They illustrate (1) the percentage of total project population made up of the special group, (2) the percentage of number of individuals referred which were members of the group, and (3) the percentage of total relocations made by the Project.

1. Handicapped vs. Non-Handicapped - (Chart B-1)

Even though only 3.9% of the total Project were handicapped, 4.5% of the referrals and 6.4% of the relocations were handicapped. 2.6% of the returnees were handicapped.

2. Males vs. Females - (Chart B-2)

17.9% of the project population were female, 13.6% of the persons referred were female, and only 10.6% of the relocations were female. This indicates stronger emphasis by the project on the males, and a lower ratio of referrals to relocation for females. 12.8% of the returnees were female.

3. Disadvantaged vs. Non-disadvantaged - (Chart B-3)

Even though over half (51.8%) of the total project population was disadvantaged, only 48% of the persons referred and 46.8% of the relocations were disadvantaged. 46% of the returnees were disadvan-

taged, which indicates no significant difference; however, 68% of the withdrawals were disadvantaged.

4. Comparison by Age Groups - (Chart B-4)

42.9% of the total Project were under 22 years old, 47.2% were 22-44, and 9.9% were 45 and older. 39.8% of those referred were under 22, 50.6% were 22-44, and 9.6% were 45 or over. 39.4% of the relocations were of persons under 22, 53.5%, 22 through 44, and 7.1%, 45 or over. Therefore, our effectiveness was greater with the 22-44 year olds, for cogent reasons.

5. Other Comparisons - (Charts B-5, B-6, B-7, B-8, B-9)

(a) By race

(b) Veteran vs. non-veteran

(c) MDTA or Job Corps training

(d) Marital status

(e) Size of family

E. Service to Non-Relocatees

64.4% of the total project population were non-relocatees, i.e. for some reason the worker did not accept or was not offered a job in a new area. However, the efforts for this group by the Project were nothing less than for the relocatee. A total of 1783 contacts were made on behalf of these 511 individuals, 941 by mail, 493 by phone, and 349 through the Public Employment Service offices. A total of 273 job openings were developed for this group, and 433 referrals were made, either to openings developed by the Project, or openings existing in local ES offices. Eighty four local referrals were made. Thirty nine non-relocatees located their own jobs and were not eligible for RAA.

The reasons for not relocating were assembled into 11 categories, and are as follows:

1.	Applicant changed mind about relocation	90
2.	Subsequently became ineligible for RAA	34
3.	Project was unable to develop suitable opening	54
4.	Still seeking employment when Project ended	140
5.	Applicant made unrealistic demands	6
6.	Began work locally, on own or through Project	55
7.	Job offer withdrawn	4
8.	Application inactivated, no response to call in	95
9.	Failure to report for employment after hire	7
10.	Entered military service	1
11.	Left supply area on own	15

F. Services to Non-Eligible Applicants

Since this Project's population consisted only of eligible applicants, no services are reportable. When the Labor Mobility Representative, upon initial screening, determined an applicant not eligible, he was referred back into the mainstream of the local ES office. He was informed that should, at a later date, he become eligible, he would be re-interviewed and brought into the Project.

V. CONCLUSIONS

A. Achievement of Basic Purposes

It is evident that the basic purposes of this Project, as outlined earlier in this report were accomplished. Even though the workers relocated by this Project made no great impact upon the national labor market, it did have its effects in Georgia; and it is concluded that an on-going nation-wide program similar to those being conducted would materially affect the economy of the nation.

We have disclosed sufficient evidence in the report to demonstrate the need for relocation allowances, and we have shown that the workers who were relocated under the program could not have made the transition from their own resources.

The use of the Employment Service in such a program has been shown to be of great importance, since 99% of the workers found their jobs through the Public Employment Service.

The report demonstrates a constant need for social supportive services to the worker. Problem not contemplated by the worker, but known to exist or develop, often times causes an unsuccessful relocation. Intensive pre-relocation and post-relocation supportive services decrease the possibility of the unsuccessful relocation.

Our job development efforts and results point up the needs of better Employer Relations Units in Public Employment Services. Steps must be taken to increase the effectiveness of the Employment Service, and to obtain a better penetration rate with employers. The use of a centralized Job Development Unit probably was the most effective tool used in our Project, and a similar type unit is recommended for all Projects.

No significant difference was shown in the relocatee and returnee; therefore, it is inconclusive to distinguish to any great extent the back-

ground or personal characteristics in relation to the success of the move. As noted, the younger workers with small families, or no family, tend to be more free to return to his supply area. This, simply, is because it is more convenient for him to return than the worker with a larger family. Also, younger workers experience difficulty in settling in to a new job and new area, sometimes because it is his first job and he feels he is still young enough to move on to greater opportunities.

B. Recommendations

Labor Mobility has proven itself as a solution to the imbalance of labor supply and demand. Operated on a nation-wide basis, with all state agencies participating, it could have the greatest impact in the Public Employment Service since the Wagner-Peyser Act. It is a sound program, and properly administered, could pave the way for total employment of the nation's working population.

It is strongly recommended and urged that Labor Mobility Demonstration Projects continue only as long as necessary, then that it be made an on-going program in the Employment Service, closely affiliated with Clearance. Sufficient additional funds for administration should be appropriated to implement the establishment and maintenance of this program.

In an on-going program, certain changes are recommended:

1. Competent personnel be utilized in Labor Mobility for pre-relocation and post-relocation social supportive services. Oftentime, Labor Mobility Representatives find themselves wearing many hats - doctor, lawyer, grocer, financier, realtor, etc.; however, certain cases become so involved as to require a trained person in the field of social services.

2. It is recommended that more intensive background study be made on applicants before recommending eligibility for Labor Mobility assistance.

Certain information, usually undisclosed by the applicant, may develop into unstable situations after the relocation is made.

3. It is recommended that all relocation allowances be paid in form of a grant, but that stricter eligibility requirements be incorporated to insure that there is a genuine imbalance of labor supply and demand and that relocation is the only possible solution to the workers' employment problem. The administrative costs of collection of loans is prohibitive.

4. It is recommended that a nation-wide "job bank" be established and linked to each state Clearance office in the nation. Then a statewide "job bank" be established and linked to each local office in that state. Then when a hard to fill job order is placed, or a hard to place applicant is identified, within a few short minutes or hours, the job and man may be matched. Even though costly, this system would prove to be invaluable to our Public Employment Service and to the people of the nation.

5. It is recommended that <u>all</u> relocatees be given an allowance entitled "Household Goods". This allowance, like "Lump-Sum Payments" should be based on the number of family members. This "Household Goods" allowance could be used at the option of the worker for (1) transportation of household goods already owned by the worker, (2) or to purchase furniture for the worker and his family in the relocation area. At times, it would be feasible to the worker to sell or abandon old "junk" furniture in his resident area and buy new furniture with the allowances for Household Goods.

Appendix A

Quantitative Summary

GENERAL INFORMATION

a. Workers Screened for Eligibility..... 1,197

b. Number employed at time of initial screening..... 91
   1. Less than 20 hours a week..... 21
   2. More than 20 hours a week..... 70

c. Number found initially eligible for relocation assistance.....793

d. Number willing to move under program.....793

e. Number of applicants referred to specific out-of-area jobs..... 595

f. Total number of job referrals..... 658

g. Total number of acceptances.....280

h. Total number of withdrawls.....30

i. Total number physically relocated..... 282
   1. Placed by project..... 280
   2. Found own job..... 2

j. Total number of unsuccessful relocations..... 38
   1. Number returning to supply area..... 33
   2. Number leaving new job and unemployed in demand areas..... 0
   3. Other (drafted, died, prison, etc.)..... 5

k. Number of local placements.....24

l. Number of Intra-State Relocations.....220

Appendix A

Quantitative Summary

RELOCATION INFORMATION

a. Average amount of RAA received:
   1. All relocatees $253.40
   2. Unemployment Insurance Claimants $531.22
   3. Welfare recipients $278.80

b. Average Administrative cost per relocation $724.86

c. States to which relocation were made:

States	Total Relocated	Unsuccessful
Alabama	3	
California	7	
Connecticut	1	
Florida	12	
Indiana	17	6
Maine	1	
Massachusetts	2	
Mississippi	1	
New York	1	
North Carolina	2	1
Ohio	10	
South Carolina	1	
Tennessee	1	
Texas	1	
Virginia	1	1
Washington	1	

d. Average distance relocated (in miles) 318

e. Average weight of Household goods moved (in lbs.) 3911

f. Number of Intra-state relocations 220

g. Number of Inter-state relocations 62

h. Average distance of Intra-state move 142

i. Average distance of Inter-state move 919

j. Average RAA per Intra-state move $230.35

k. Average RAA per Inter-state move $352.33

l. Time span during which relocations became unsuccessful:

	1-13 days	14-27 days	28-41 days	42-59 days
Total Unsuccessful	6	19	13	1

m. Federally-funded Training Program

1. MDTA Training

Clerk, General Office	1
Clerk, Stenograph	8
Production Machine Operator	6
Welding	15
Auto Mechanic	6
Sheet Metal Mechanic	5
Sewing Machine Repair	5
Drafting	2
Landscap Gardner	6
Brick Mason	1

2. Job Corps

Clerk, General Office	2
Duplicating Machine Operator	1
Forester	1
Cook	2
Welders	2
Social Service	1
Marker	1

3. Vocational Rehabilitation

Drafting	1

n. Total number of individuals moved (Relocatees and their dependents)..703

SUMMARY CHARTS - COMPARISON BY CATEGORY *

Category	Total Project	Non-returnees Vol.	Non-returnees %	Returnees Vol.	Returnees %	Withdrawals Vol.	Withdrawals %	Non-relocatee Vol.	Non-relocatee %	Out-of-area ref. Vol.	Out-of-area ref. %
Age:											
-22	340	82	24.1	16	4.7	13	3.8	229	67.4	237	69.7
22-44	374	115	30.8	20	5.3	16	4.3	223	59.6	301	80.5
45-	79	17	21.5	2	2.5	1	1.3	59	74.7	57	72.2
Education:											
- 8	79	22	27.8	4	5.1	4	5.1	49	62.0	63	79.7
9-11	218	68	31.2	14	6.4	9	4.1	127	58.3	169	77.5
12	406	96	23.7	18	4.4	13	3.2	279	68.7	292	71.9
13-15	65	24	36.9	1	1.5	4	6.2	36	55.4	51	78.5
16-	25	4	16.0	1	4.0	0	-	20	80.0	20	80.0
Marital Status:											
Married	331	103	31.1	19	5.8	16	4.8	193	58.3	265	80.1
Single	399	97	24.3	14	3.5	13	3.3	275	68.9	284	71.2
Other	63	14	22.2	5	7.9	1	1.6	43	68.3	46	73.0

* Out of Area Referrals not included in lateral comparisons.

SUMMARY CHARTS- COMPARISON BY CATEGORY

Category	Total Project	Non-returnees Vol.	Non-returnees %	Returnees Vol.	Returnees %	Withdrawals Vol.	Withdrawals %	Non-relocatees Vol.	Non-relocatees %	Out-of-area-ref. Vol.	Out-of-area-ref. %
Dependents:											
None	418	99	23.7	17	4.1	13	3.1	289	69.1	296	70.8
1	105	25	23.8	8	7.6	6	5.7	66	62.9	84	80.0
2	102	32	31.3	8	7.9	2	2.0	60	58.8	76	74.5
3-4	110	33	30.0	5	4.5	7	6.4	65	59.1	90	81.8
5-	58	25	43.1	0	-	2	3.5	31	53.4	49	84.5
Head/Household:											
Yes	790	214	27.1	38	4.8	30	3.8	508	64.3	595	75.3
No	3	0	-	0	-	0	-	3	100	0	-
Veteran											
Yes	225	80	35.5	6	2.7	5	2.2	134	59.6	183	81.3
No	568	134	23.6	32	5.6	25	4.4	377	66.4	412	72.5
Disadvantaged											
Yes	411	93	22.6	18	4.4	21	5.1	279	67.9	288	70.1
No	382	121	31.7	20	5.2	9	2.4	232	60.7	307	80.4

SUMMARY CHARTS - COMPARISON BY CATEGORY (continued)

Category	Total Project	Non-returnees Vol.	Non-returnees %	Returnees Vol.	Returnees %	Withdrawals Vol.	Withdrawals %	Non-relocatees Vol.	Non-relocatees %	Out-of-area-ref. Vol.	Out-of-area-ref. %
Handicapped:											
Yes	31	16	51.6	1	3.2	1	3.2	13	42.0	27	87.1
No	762	198	26.7	37	5.0	29	3.9	498	67.1	568	74.5
Federally Fin. Training:											
Yes	149	60	40.3	11	7.4	8	5.4	70	46.9	127	85.2
No	644	154	23.9	27	4.2	22	3.4	441	68.5	468	72.7
Home Owner:											
Yes	73	10	13.7	1	1.4	2	2.7	60	82.2	60	82.2
No	720	204	28.3	37	5.1	28	3.9	451	62.7	535	74.3
Applicant Source:											
Refd. by LO-ES	607	174	28.6	29	4.8	18	3.0	386	63.6	470	77.4
Slctd. fr LO-ES	40	8	20.0	1	2.5	1	2.5	30	75.0	40	77.5
Slctd, fr LO-UI	18	6	33.3	0	-	1	5.6	11	61.1	15	83.3
Refd.by School	65	8	12.3	1	1.5	2	3.1	54	83.1	30	46.2
Refd. by Friend	35	7	20.0	6	17.1	1	2.9	21	60.0	27	77.1
Pos. Recr.	17	9	52.9	1	5.9	6	35.3	1	5.9	15	88.2
Other	11	2	18.2	0	-	1	9.1	8	72.7	7	63.6

SUMMARY CHARTS - COMPARISON BY CATEGORY (continued)

Category	Total Project	Non-returnees Vol.	%	Returnees Vol.	%	Withdrawals Vol.	%	Non-relocatees Vol.	%	Out-of-area ref. Vol.	%
U.I. last 12 mos.											
None	709	194	27.4	37	5.2	30	4.2	448	63.2	532	75.0
-$100	21	2	9.5	0	-	0	-	19	90.5	17	81.0
100-299	29	9	31.0	0	-	0	-	20	69.0	18	62.1
300-499	10	1	10.0	0	-	0	-	9	90.0	7	70.0
500-999	13	7	53.8	0	-	0	-	6	46.2	10	76.9
$1000-	11	1	9.1	1	9.1	0	-	9	81.8	11	100
Public Asst. last 12 mos.											
None	785	208	26.4	38	4.8	30	3.8	509	65.0	588	74.9
-$100	1	0	-	0	-	0	-	1	100	0	-
100-299	2	2	100	0	-	0	-	0	-	2	100
300-499	1	1	100	0	-	0	-	0	-	1	100
500-999	1	1	100	0	-	0	-	0	--	1	100
$1000-	3	2	66.7	0	-	0	-	1	33.3	3	100
Race											
White	536	159	29.7	28	5.2	15	2.8	334	62.3	394	73.5
Non-white/Negro	255	54	21.2	10	3.9	15	5.9	176	69.0	200	78.4
Spanish Surname	2	1	50.0	0	-	0	-	1	50.0	1	50.0

SUMMARY CHARTS- COMPARISON BY CATEGORY

Category	Total Project	Non-returnees Vol.	Non-returnees %	Returnees Vol.	Returnees %	Withdrawals Vol.	Withdrawals %	Non-relocatees Vol.	Non-relocatees %	Out-of-area-ref. Vol.	Out-of-area-ref. %
Financial Reserve:											
None	699	197	28.2	37	5.3	30	4.3	435	62.2	532	76.1
-$100	20	1	5.0	1	5.0	0	-	18	90.0	16	80.0
100-499	37	9	24.3	0	-	0	-	28	75.7	23	62.2
500-999	14	3	21.4	0	-	0	-	11	78.6	9	64.3
$1000-	20	2	10.0	0	-	0	-	18	90.0	12	60.0
Unknown	3	2	66.7	0	-	0	-	1	33.3	3	100
Total Income last 12 mos.											
None	150	38	25.3	6	4.0	7	4.7	99	66.0	103	68.7
-$1199	152	22	14.5	7	4.6	9	5.9	114	75.0	100	65.8
1200-2999	196	69	35.2	11	5.6	8	4.1	108	55.1	165	84.2
3000-4999	178	55	30.9	12	6.7	3	1.7	108	60.7	142	79.8
5000-6999	78	23	29.5	2	2.5	2	2.6	51	65.4	56	71.8
$7000-	39	7	17.9	0	-	1	2.6	31	79.5	29	74.4
Sex:											
Male	651	190	29.2	33	5.1	29	4.4	399	61.3	514	79.0
Female	142	24	16.9	5	3.5	1	.7	112	78.9	81	57.0

SUMMARY CHART - COMPARISON BY CATEGORY (continued)

Category	Total Project	Non-returnees vol.	%	Returnees Vol.	%	Withdrawals Vol.	%	Non-relocatees Vol.	%	Out-of-area-ref. Vol.	%
Old Occupation:											
0 & 1	77	23	29.9	2	2.6	3	3.9	49	63.6	61	79.2
2	102	22	21.6	5	4.9	4	3.9	71	69.6	69	67.6
3	52	11	21.2	1	1.9	3	5.8	37	71.1	39	75.0
4	23	7	30.5	1	4.3	1	4.3	14	60.9	20	87.0
5	36	5	13.9	1	2.8	0	-	30	83.3	26	72.2
6	95	22	23.2	3	3.2	2	2.1	68	71.5	69	72.6
7	36	8	22.2	3	8.3	2	5.6	23	63.9	27	75.0
8	185	55	29.7	15	8.1	8	4.3	107	57.9	143	77.3
9	96	35	36.5	6	6.3	2	2.1	53	55.1	81	84.4
New Occupation:											
0 & 1	34	28	82.4	2	5.9	4	11.7			34	100
2	32	27	84.4	4	12.5	1	3.1			30	93.8
3	4	3	75.0	0	-	1	25.0			4	100
4	16	13	81.3	1	6.3	2	13.4			16	100
5	17	10	58.8	4	23.5	3	17.6			17	100
6	45	37	82.2	4	8.9	4	8.9			44	97.8
7	2	2	100	0	-	0	-			2	100
8	120	88	73.3	19	15.8	13	10.9			119	99.2
9	12	6	50.0	= 4	33.3	2	16.7			12	100

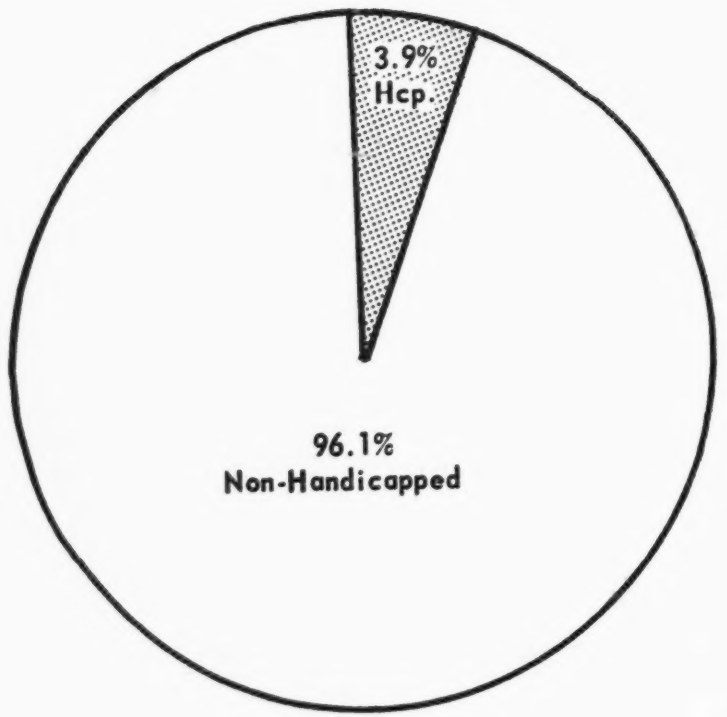
SUMMARY CHARTS - COMPARISON BY CATEGORY (continued)

Category	Total Project	Non-returnees Vol.	Non-returnees %	Returnees Vol.	Returnees %	Withdrawals Vol.	Withdrawals %	Non-relocatees Vol.	Non-relocatees %	Out-of-area ref. Vol.	Out-of-area ref. %
Earnings last 52 weeks:											
None	154	38	24.7	7	4.5	7	4.5	102	66.3	106	68.8
-$3499	426	124	29.1	21	4.8	17	4.0	264	62.1	332	77.9
3500-4999	97	22	22.7	8	8.2	3	3.1	64	66.0	76	78.4
5000-7499	89	28	31.5	2	2.2	2	2.2	57	64.1	69	77.5
7500-9999	17	2	11.8	0	-	1	5.9	14	82.3	7	41.2
10000-	10	0	-	0	-	0	-	10	100	5	50.0
Projected annual income:											
-$3499	15	5	33.3	4	26.7	6	40.0				
3500-4999	128	92	71.9	20	15.6	16	12.5				
5000-7499	126	105	83.3	14	11.1	7	5.6				
7500-9999	12	11	91.7	0	-	1	8.3				
10000-	1	1	100	0	-	0	-				

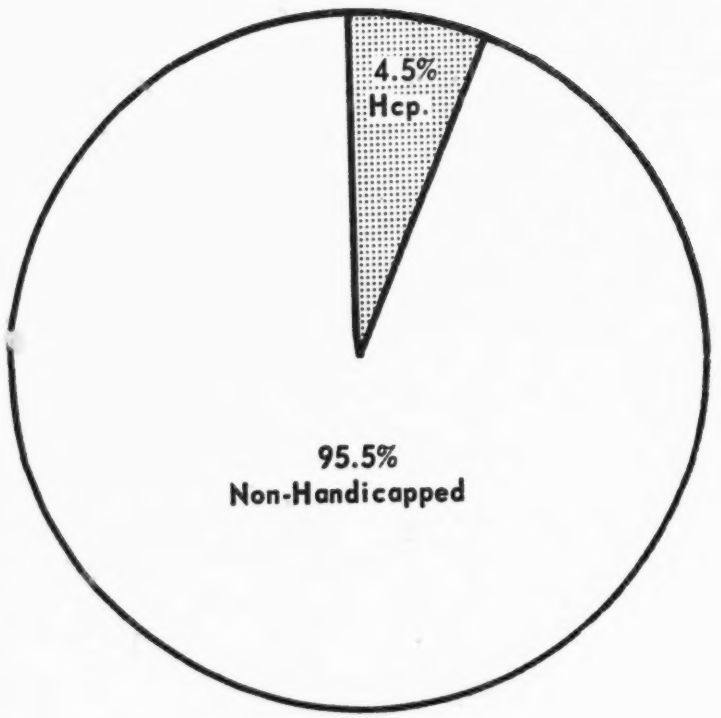
SUMMARY CHART - COMPARISON BY CATEGORY (continued)

Employment status Last 52 Weeks:	Average for Project Total	Average for Non-returnees	Average for Returnees	Average for Withdrawals	Average for Non-relocatees
Unemployed	11.9 weeks	9.0 weeks	13.0 weeks	13.5 weeks	12.0 weeks
Employed	23.2	24.0	26.6	19.0	23.0
In Training	7.7	9.0	8.0	7.9	6.0
Out of Labor Force	9.2	10.0	4.4	11.6	11.0

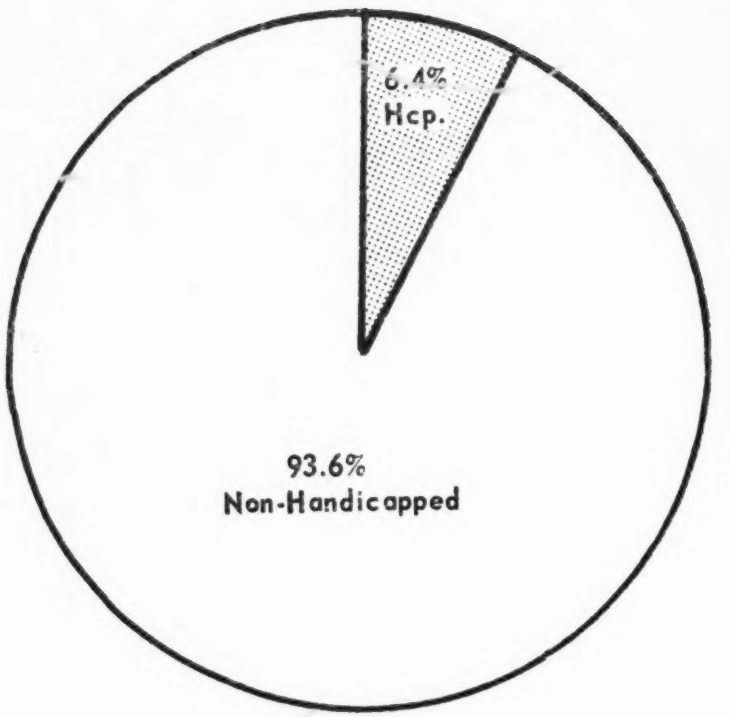
COMPARISON OF HANDICAPPED AND NON-HANDICAPPED



TOTAL PROJECT



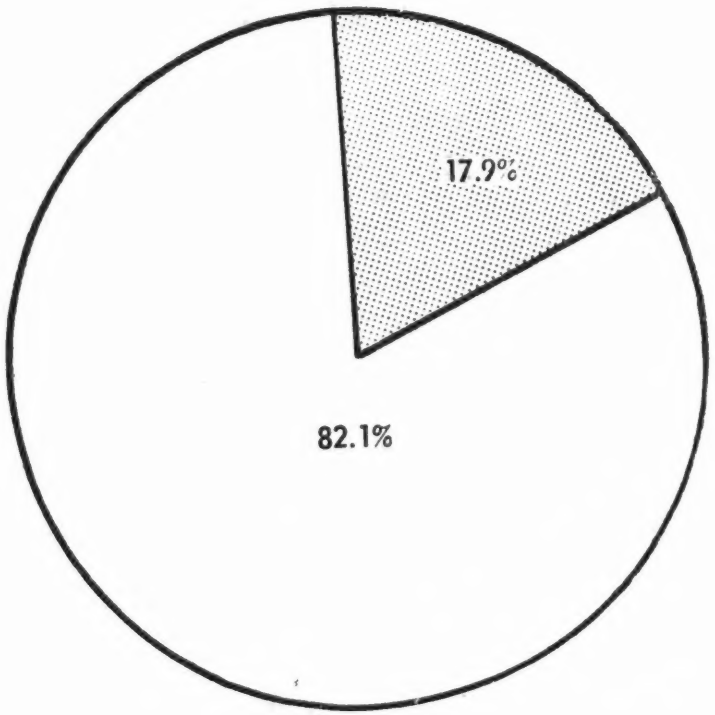
REFERRALS



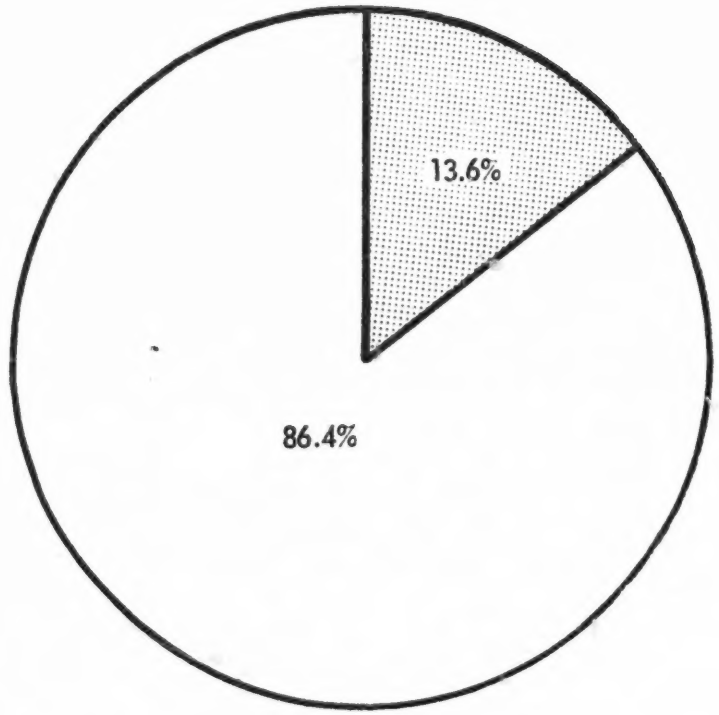
RELOCATIONS

CHART B - 1

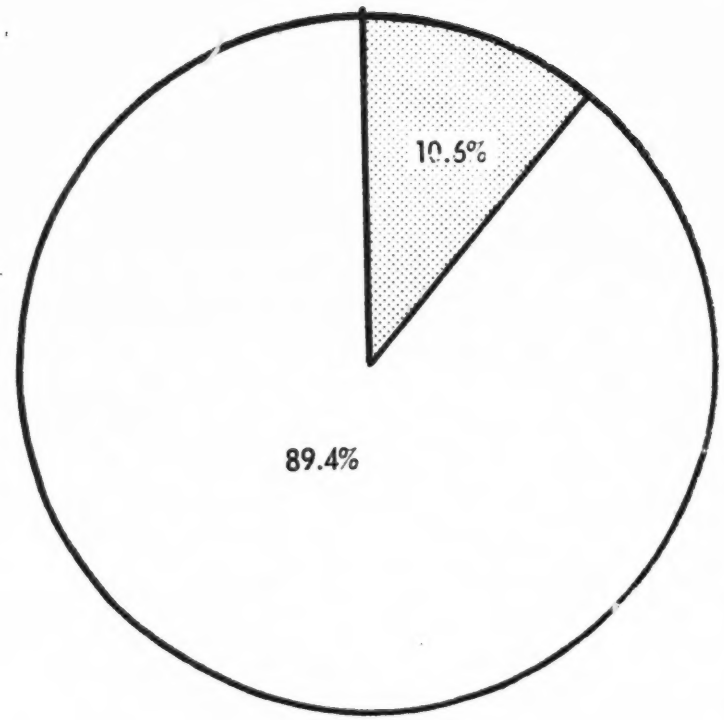
COMPARISON OF MALES AND FEMALES



TOTAL POPULATION



REFERRALS



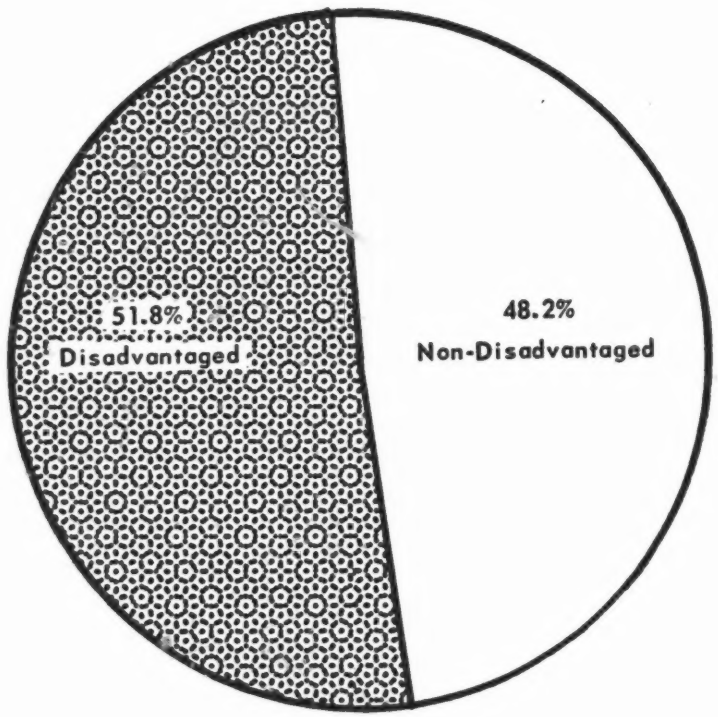
RELOCATIONS

Females

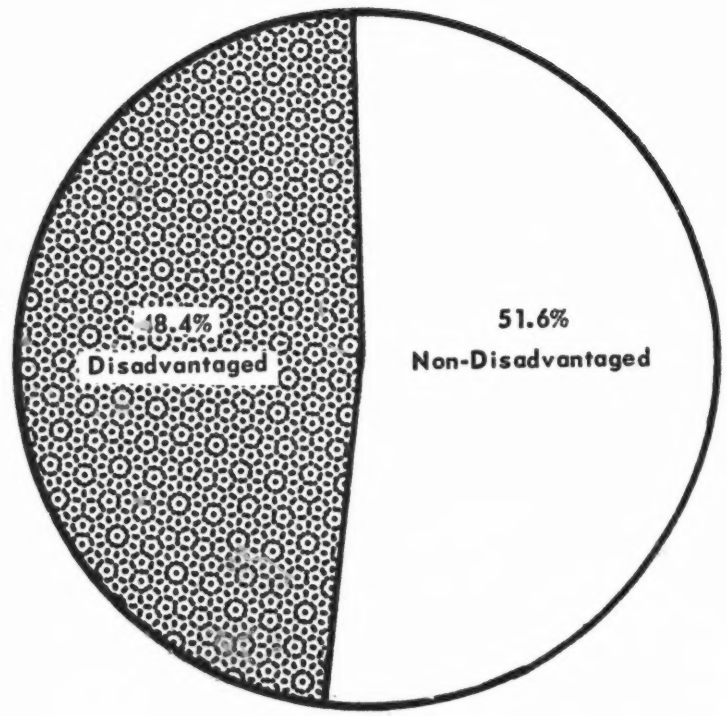
Males

CHART B - 2

COMPARISON BY DISADVANTAGED AND NON-DISADVANTAGED



TOTAL POPULATION



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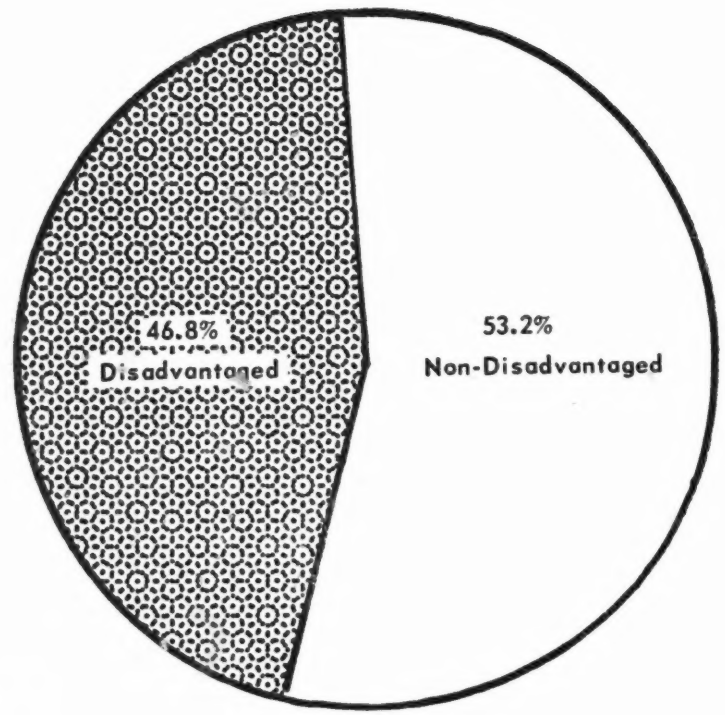
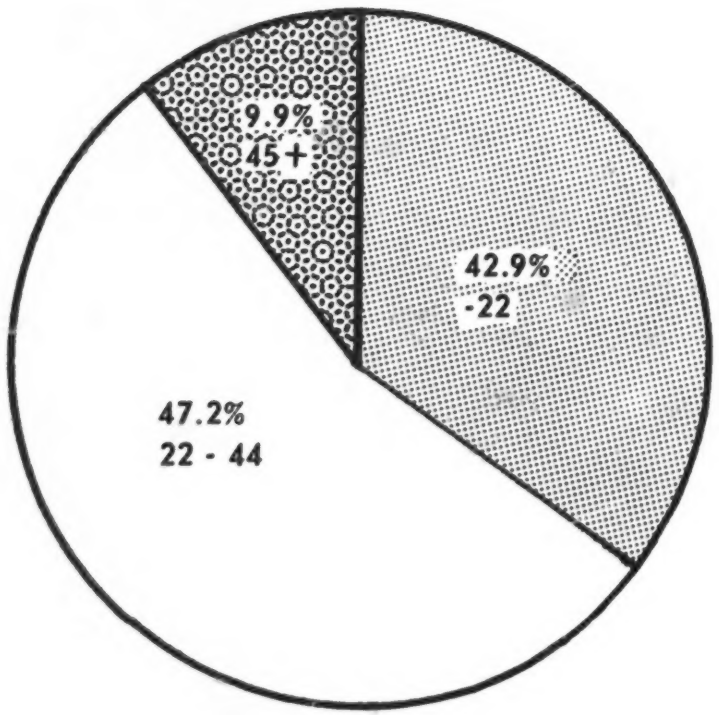


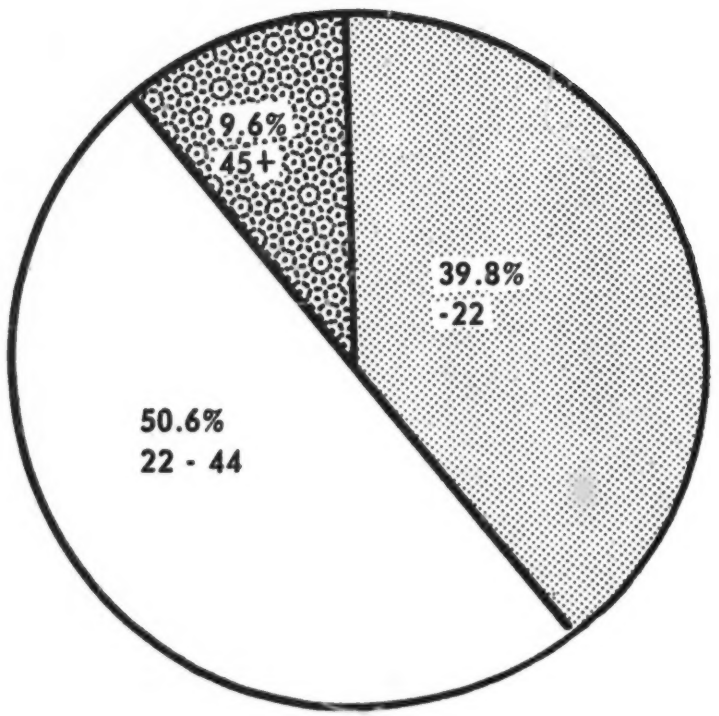
RELOCATIONS

CHART B - 3

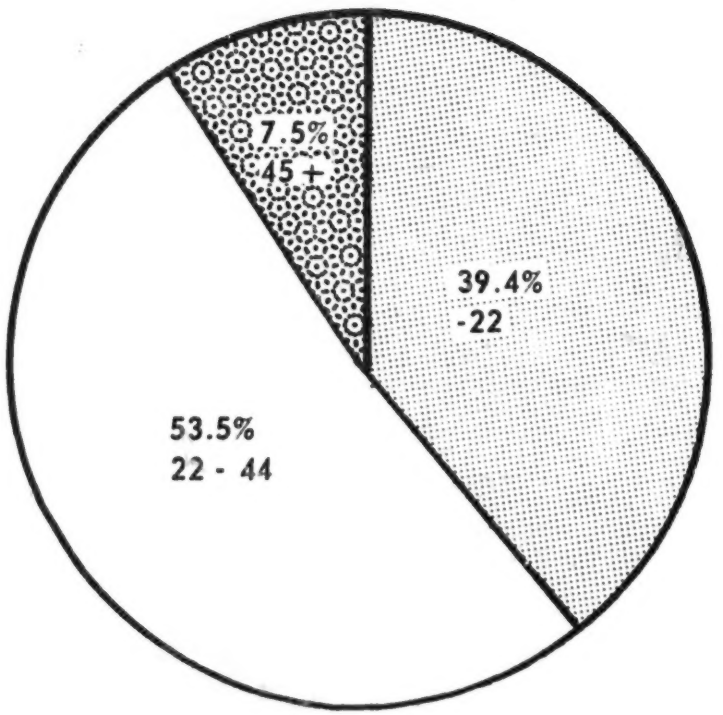
COMPARISON OF AGE GROUPS



TOTAL PROJECT



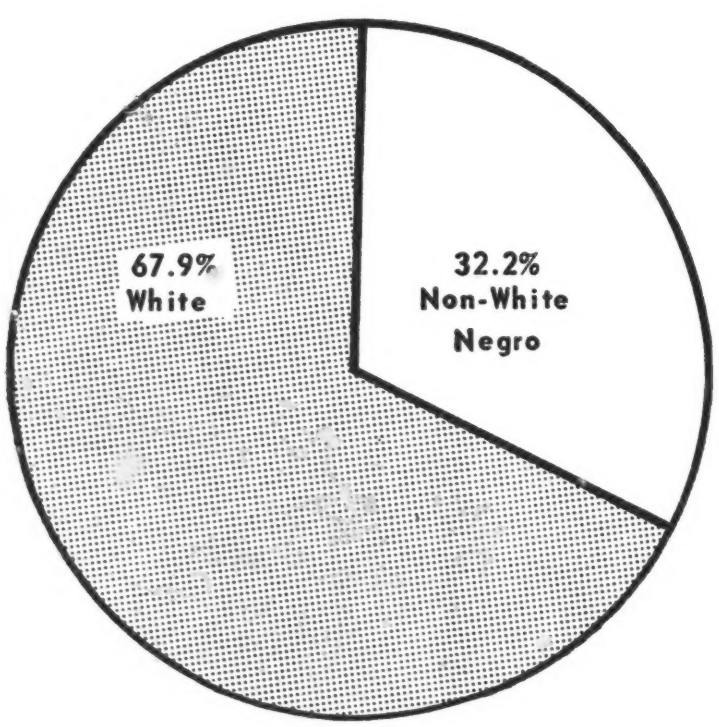
REFERRALS



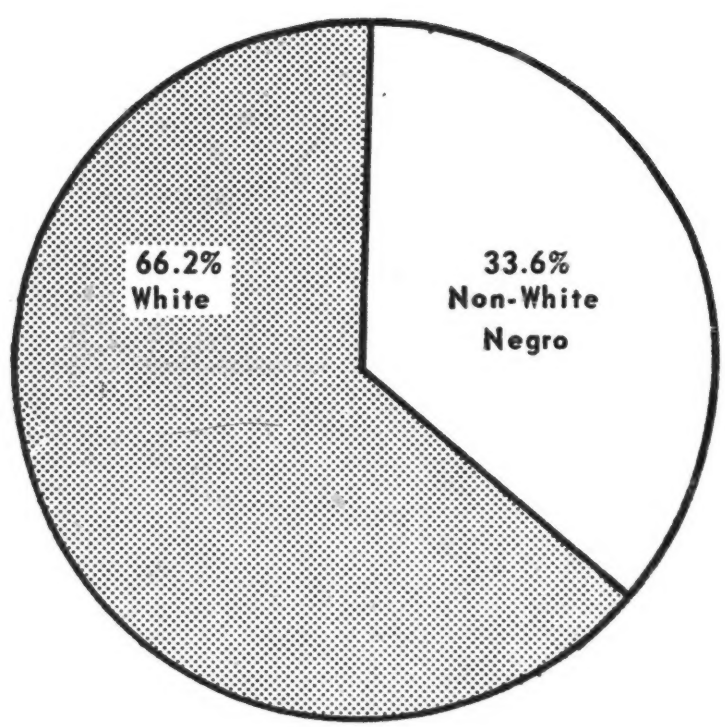
RELOCATIONS

CHART B - 4

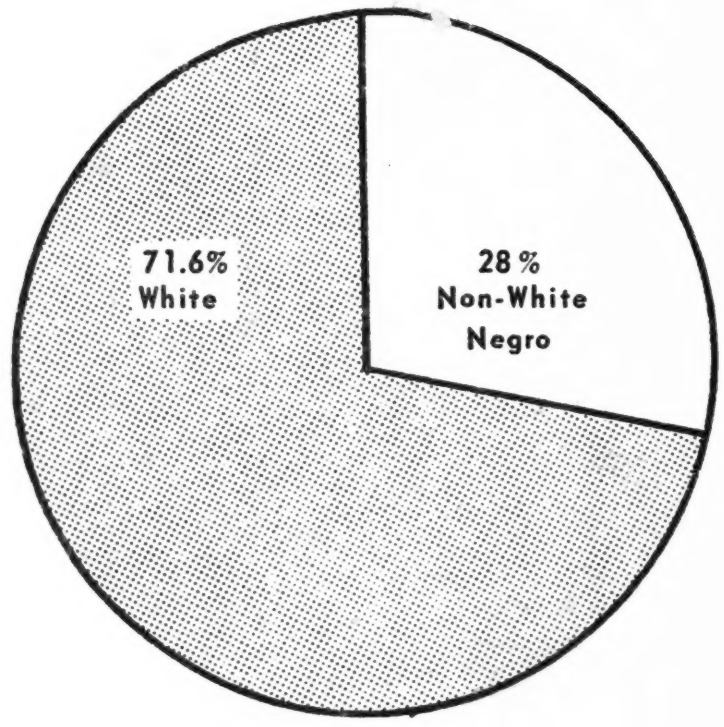
COMPARISON OF RACE



TOTAL POPULATION *



REFERRALS *

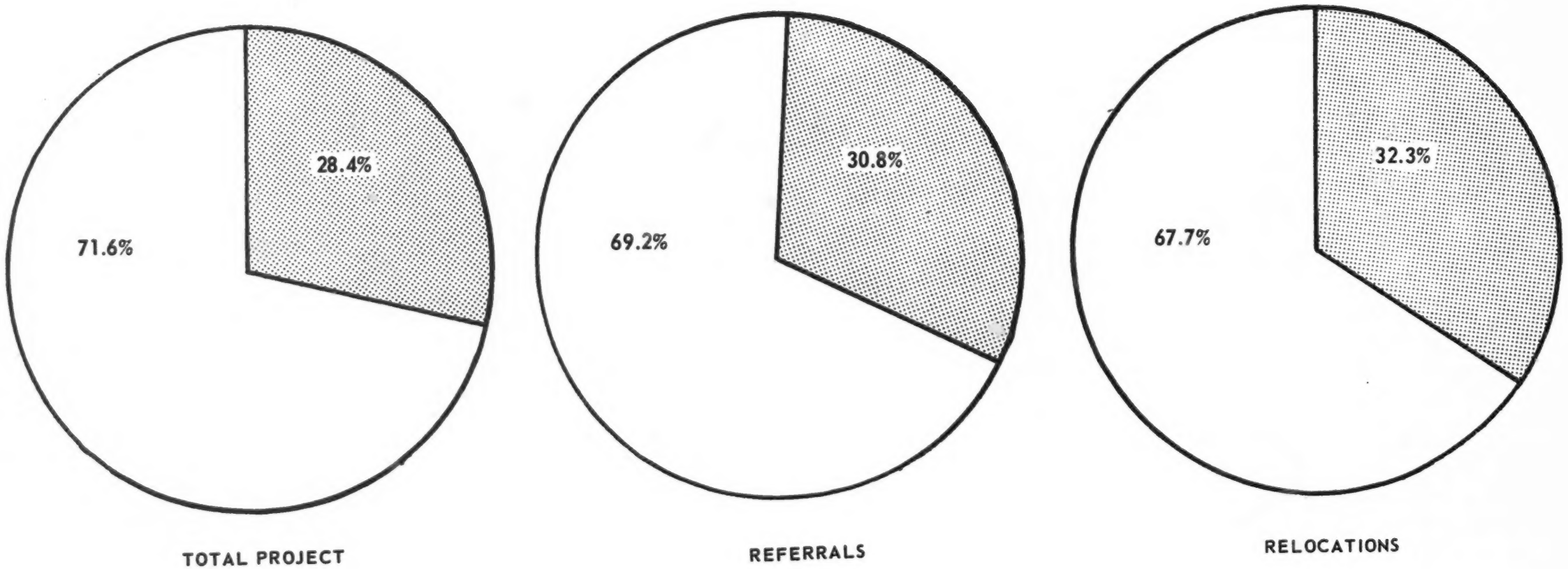


RELOCATIONS *

*Less than 1% were Spanish Surname Group - No American Indians.

CHART B - 5

COMPARISON OF VETERANS AND NON-VETERANS



TOTAL PROJECT

REFERRALS

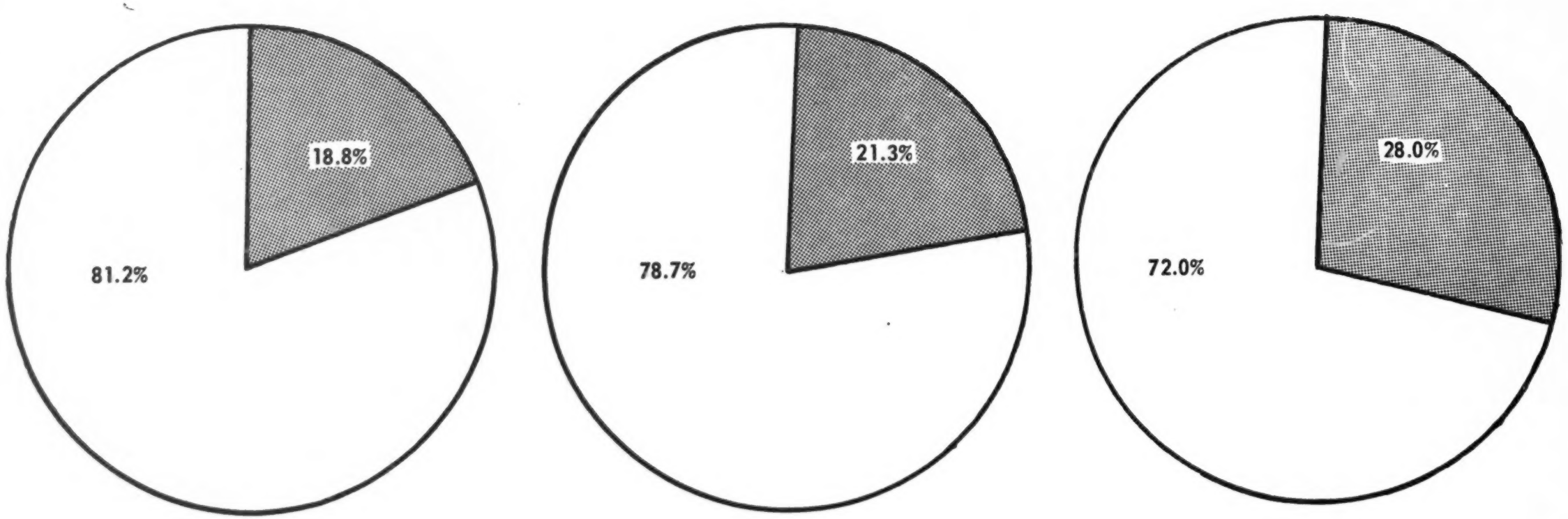
RELOCATIONS

Veterans

Non-Veterans

CHART B - 6

COMPARISON OF GOVERNMENT TRAINING



TOTAL POPULATION

REFERRALS

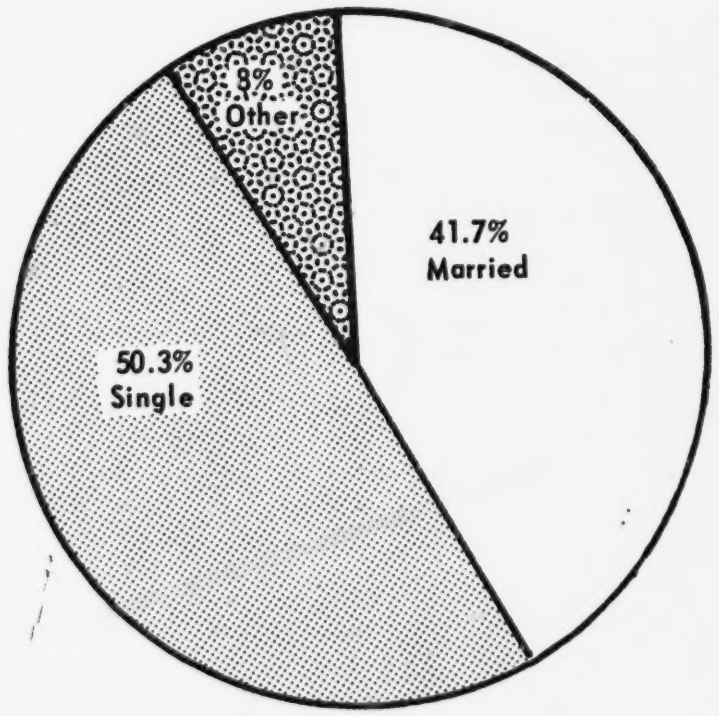
RELOCATIONS

No Government Training

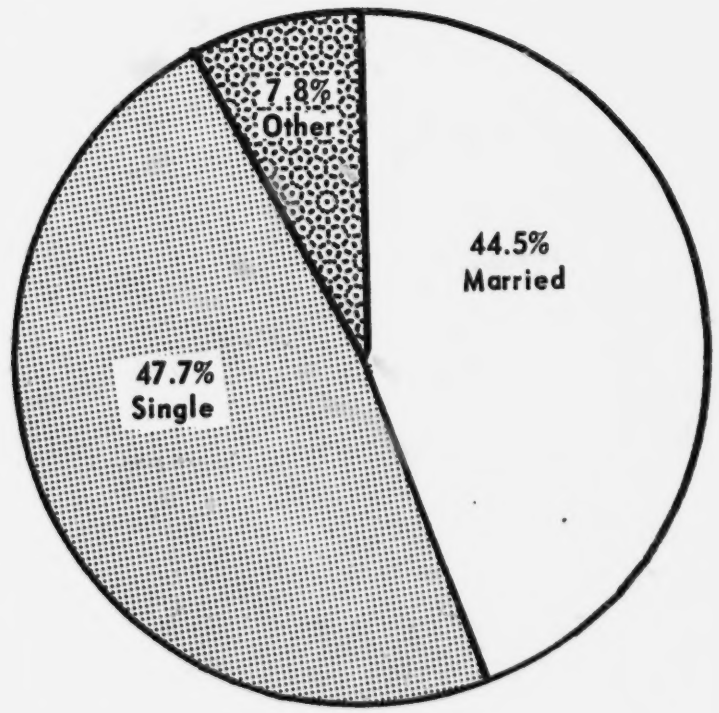
Government Training (MDTA, Job Corps, Voc. Rehab., etc.)

CHART B - 7

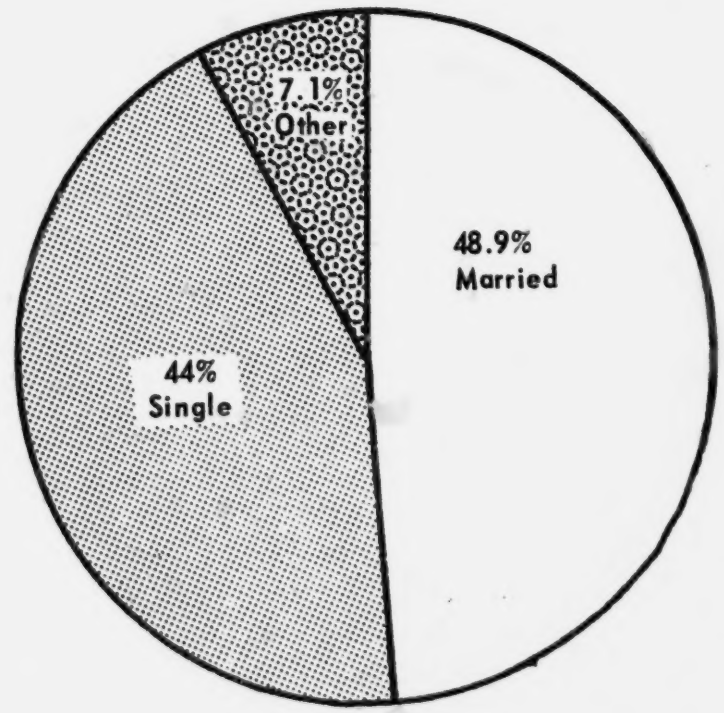
COMPARISON OF MARITAL STATUS



TOTAL POPULATION



REFERRALS

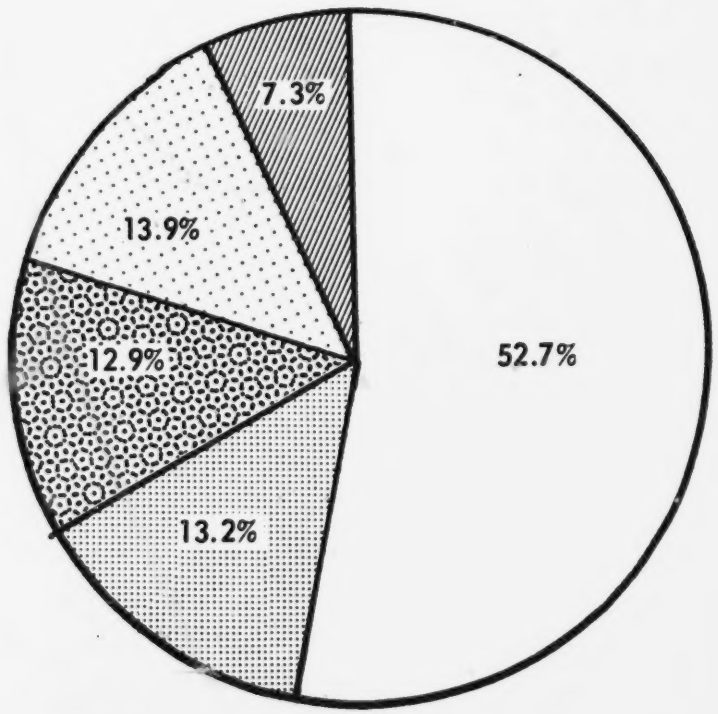


RELOCATIONS

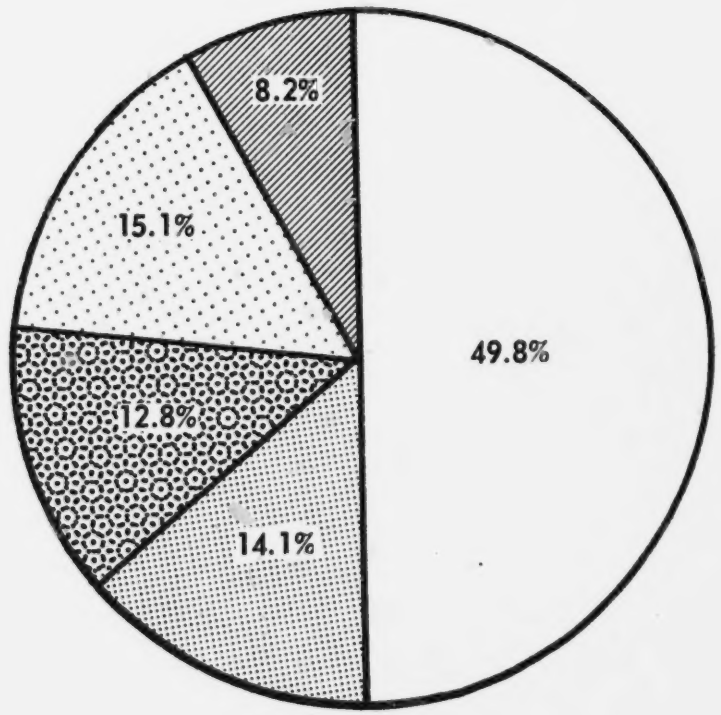
CHART B - 8

3

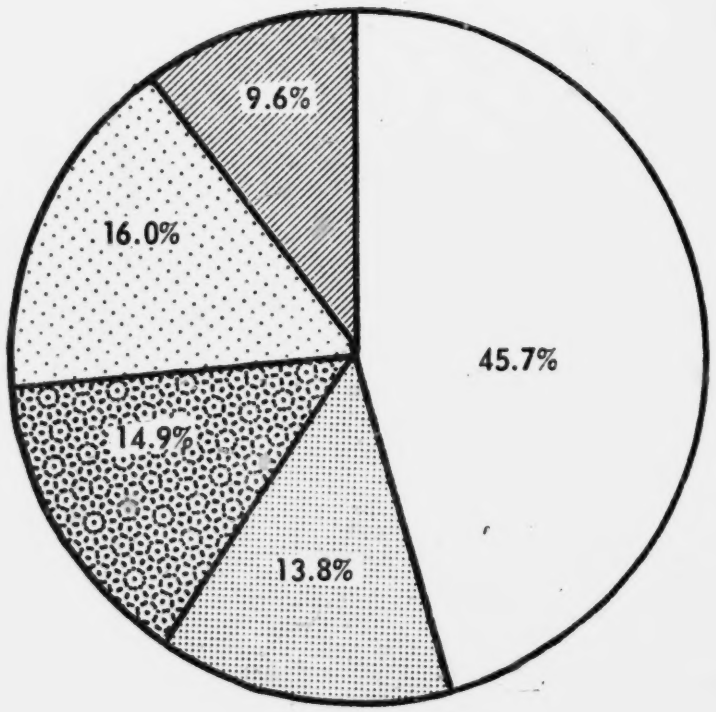
COMPARISON OF NUMBER OF DEPENDENTS



TOTAL PROJECT



REFERRALS



RELOCATIONS

No dependents

One dependent

Two dependents

Three or four dependents

Five or more dependents

CHART B - 9

ORGANIZATIONAL STRUCTURE - LABOR MOBILITY PROJECT

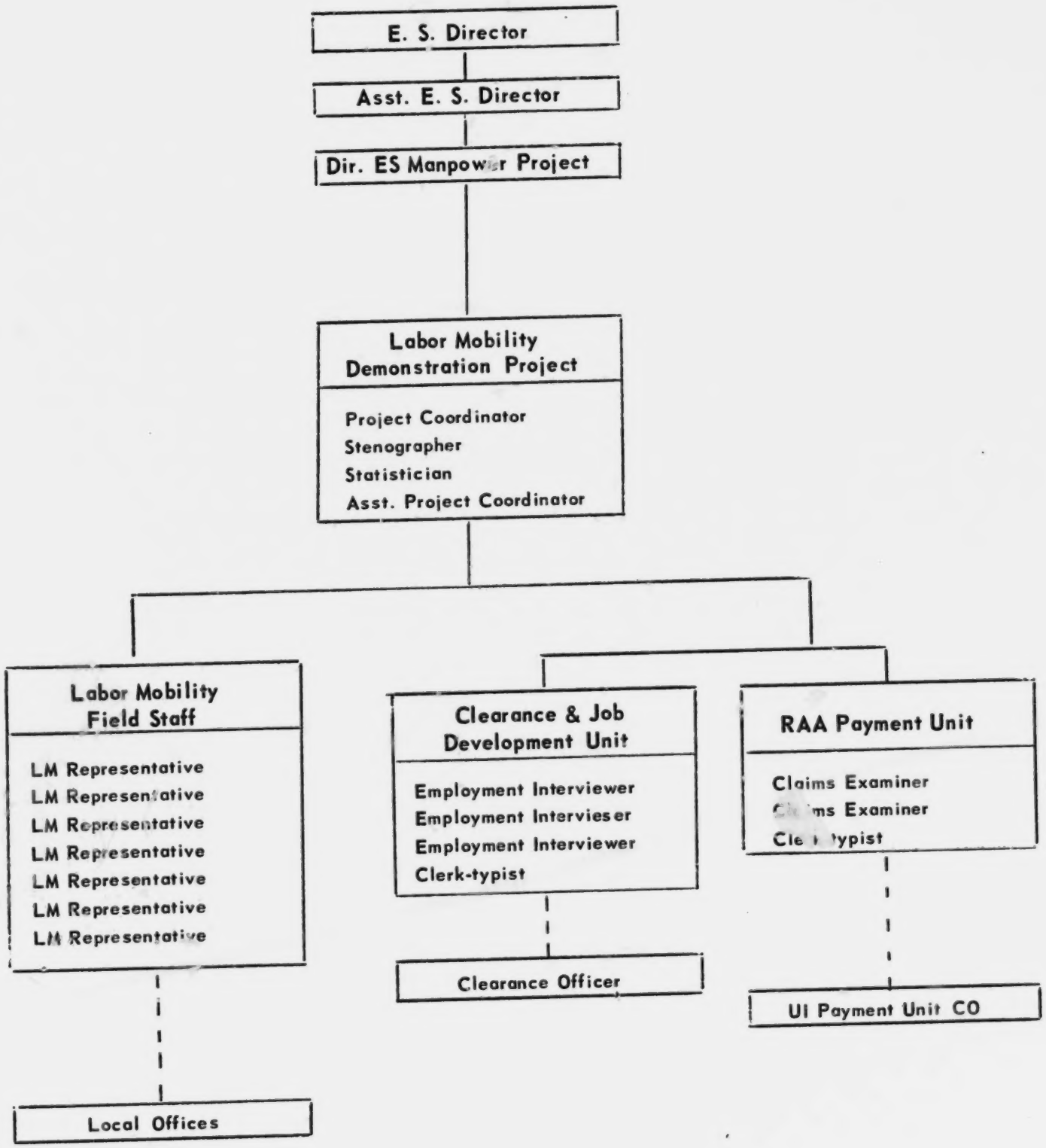


CHART B - 10

COMPARISON OF EARNINGS FOR LAST 52 WEEKS AND PROJECTED ANNUAL INCOME

(Source: 60 day follow-up)

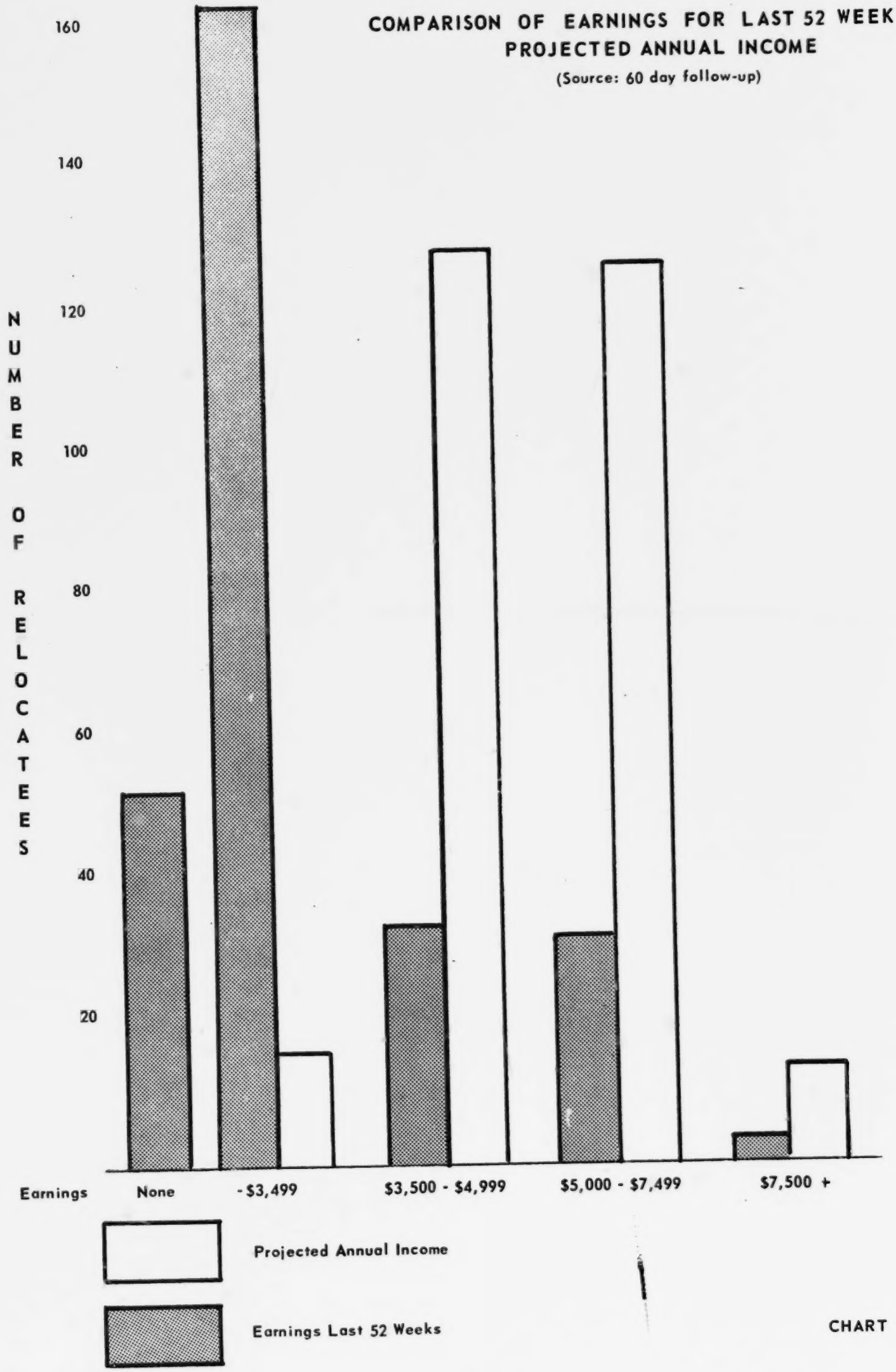


CHART B - 11

COMPARISON OF LAST WAGE RATE AND NEW WAGE RATE

- RELOCATEES -

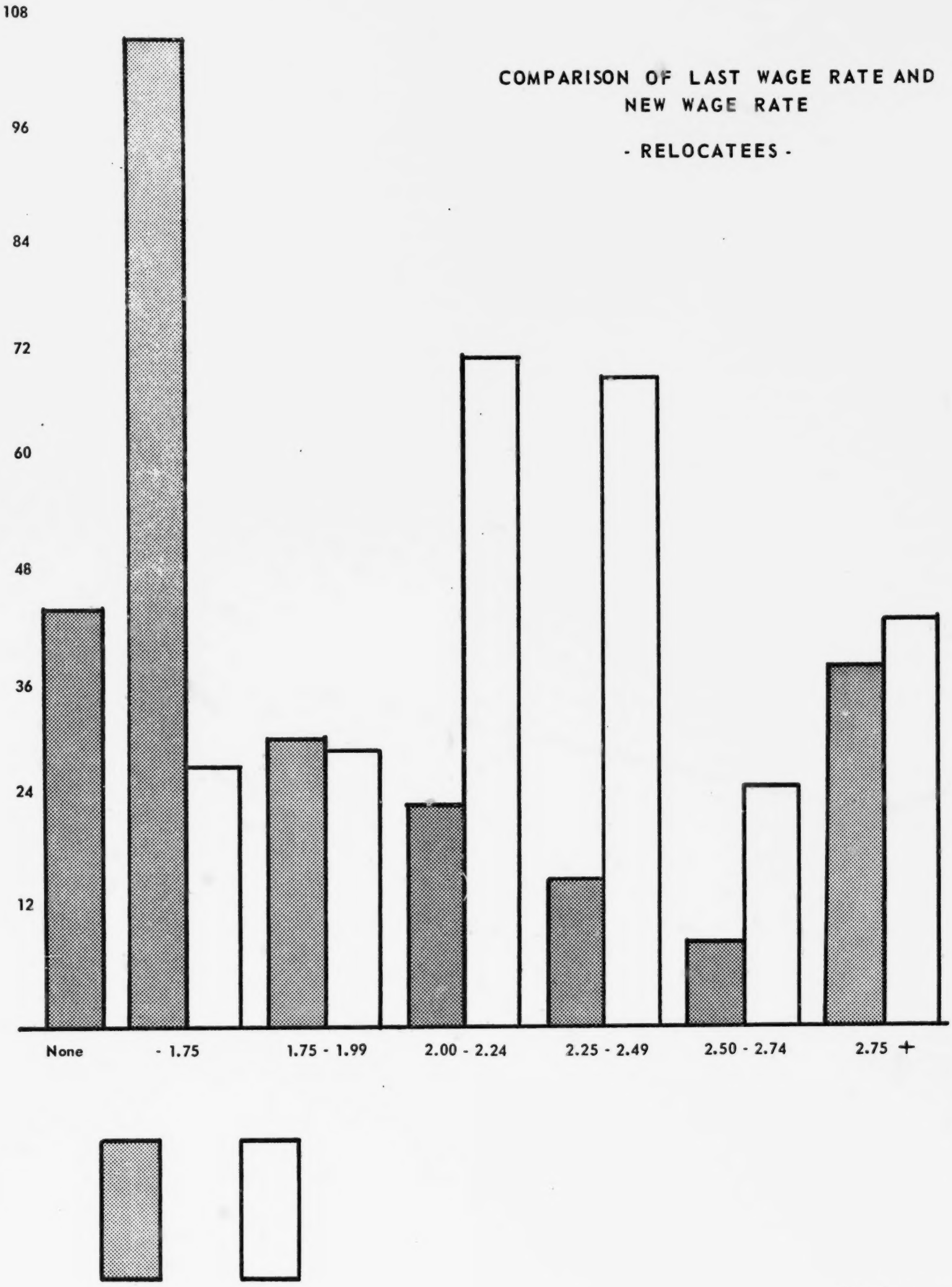


CHART B - 12

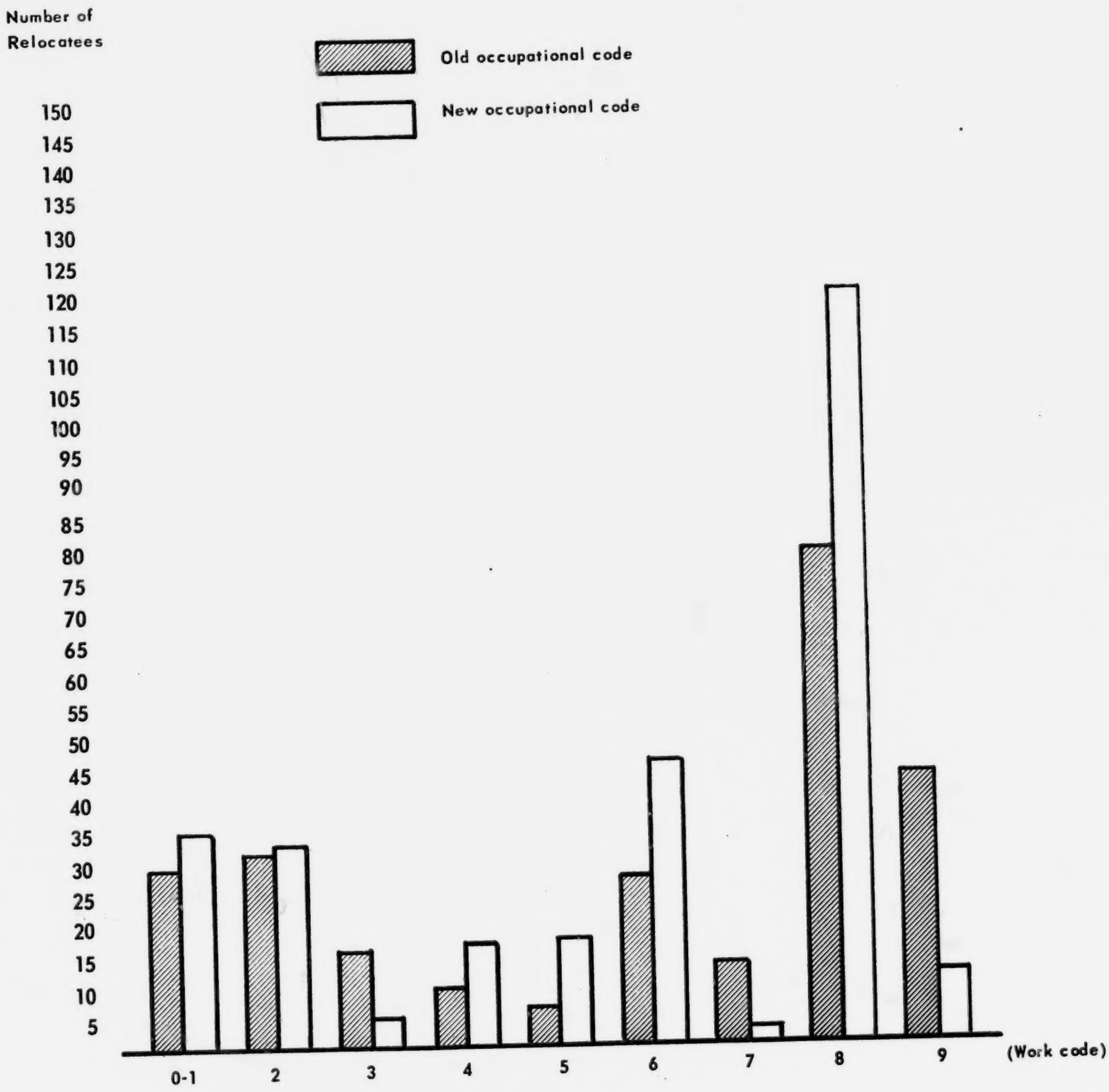

Number of Relocatees
Old occupational code
New occupational code
150
145
140
135
130
125
120
115
110
105
100
95
90
85
80
75
70
65
60
55
50
45
40
35
30
25
20
15
10
5
0-1
2
3
4
5
6
7
8
9
(Work code)

CHART B - 13

DISTANCE RELOCATED

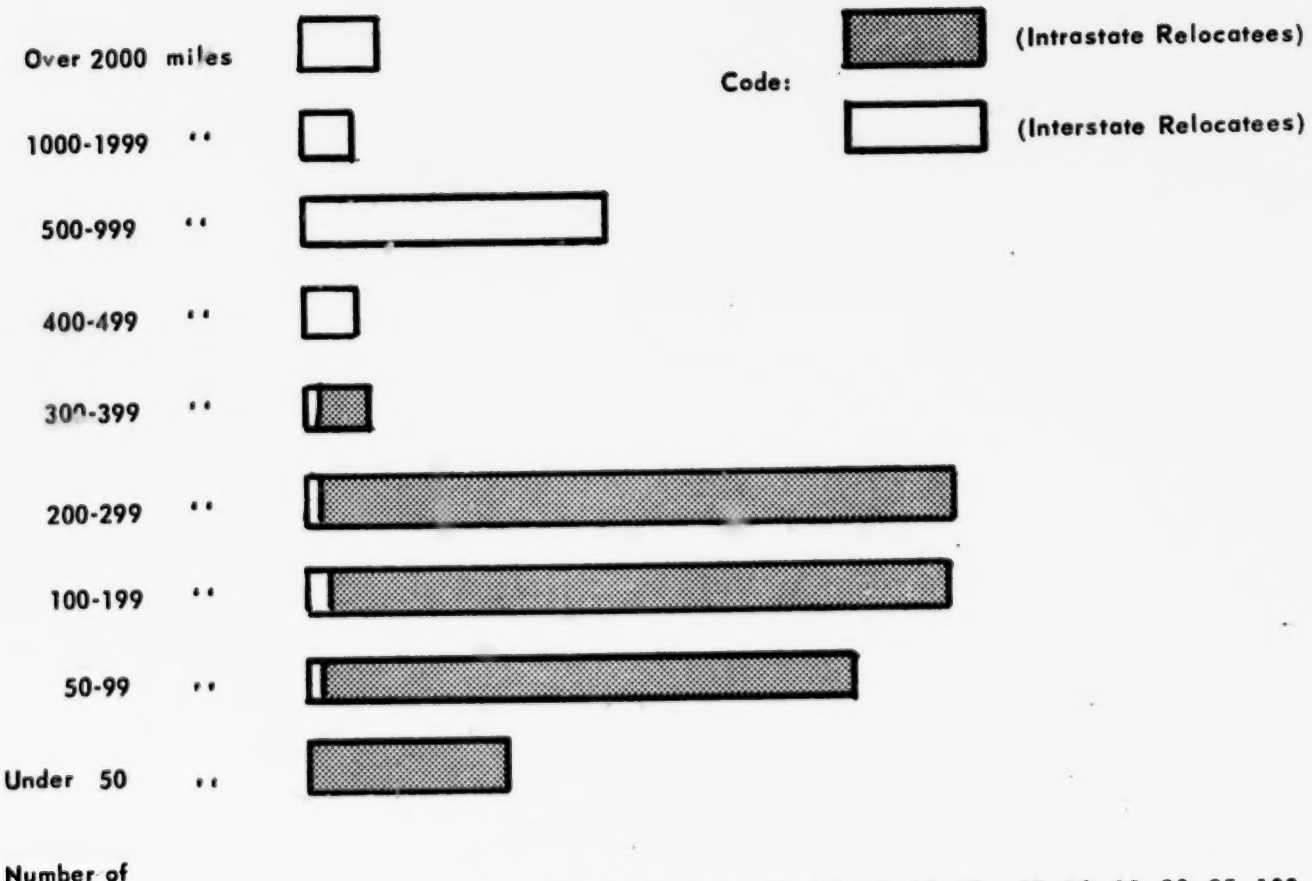


CHART B - 14

REFERRALS AND RELOCATIONS - BY MONTH

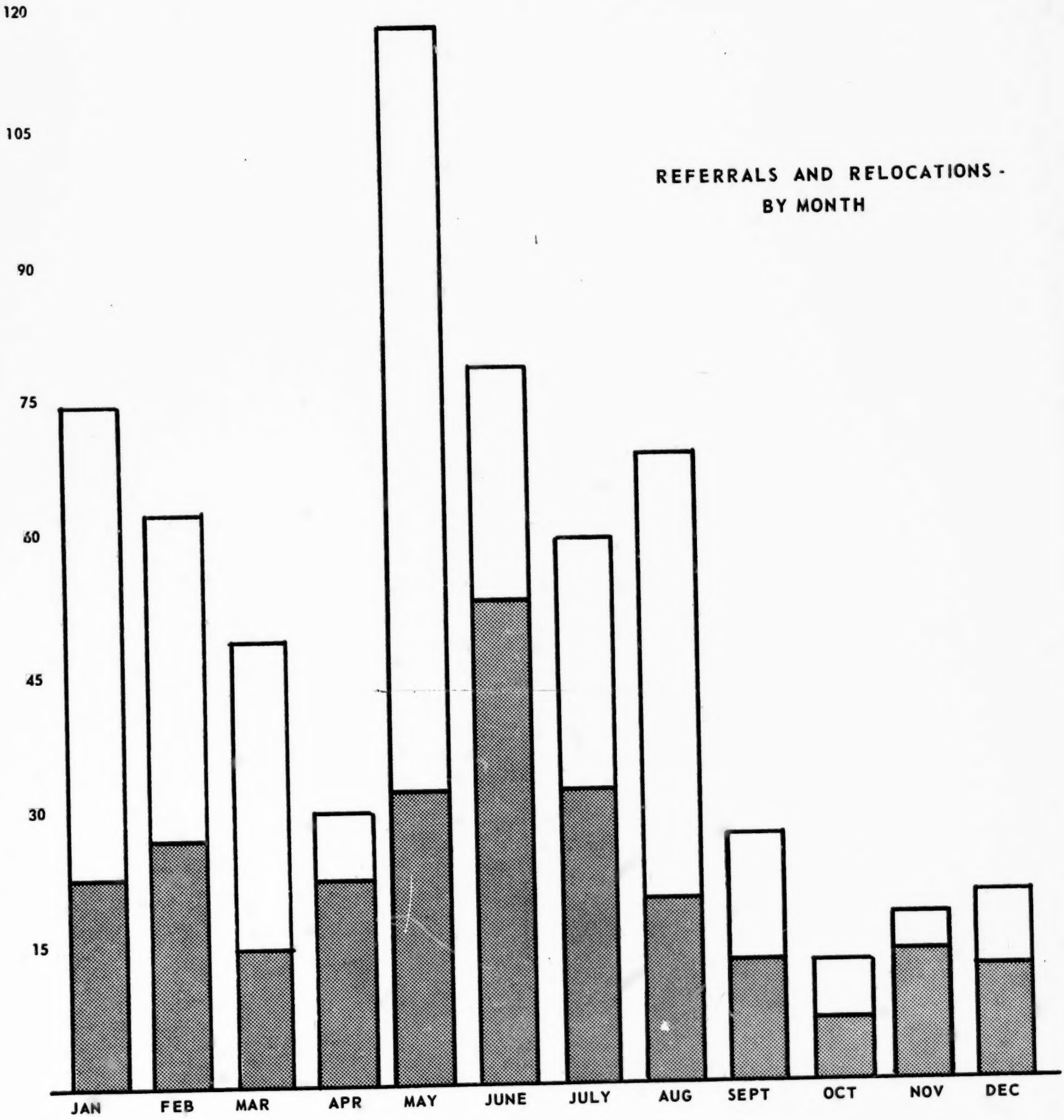
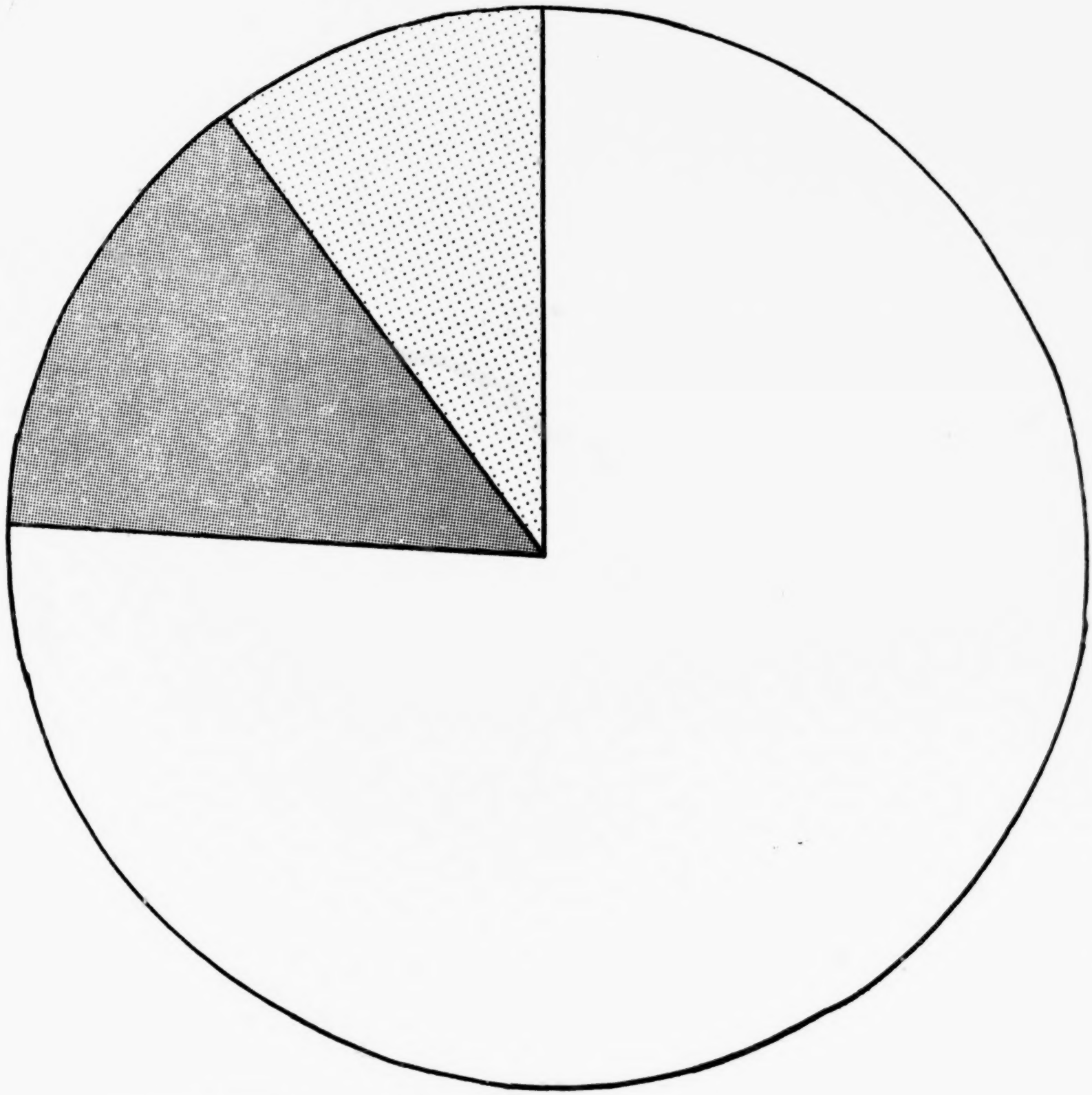


CHART B - 15

RESULTS OF RELOCATIONS

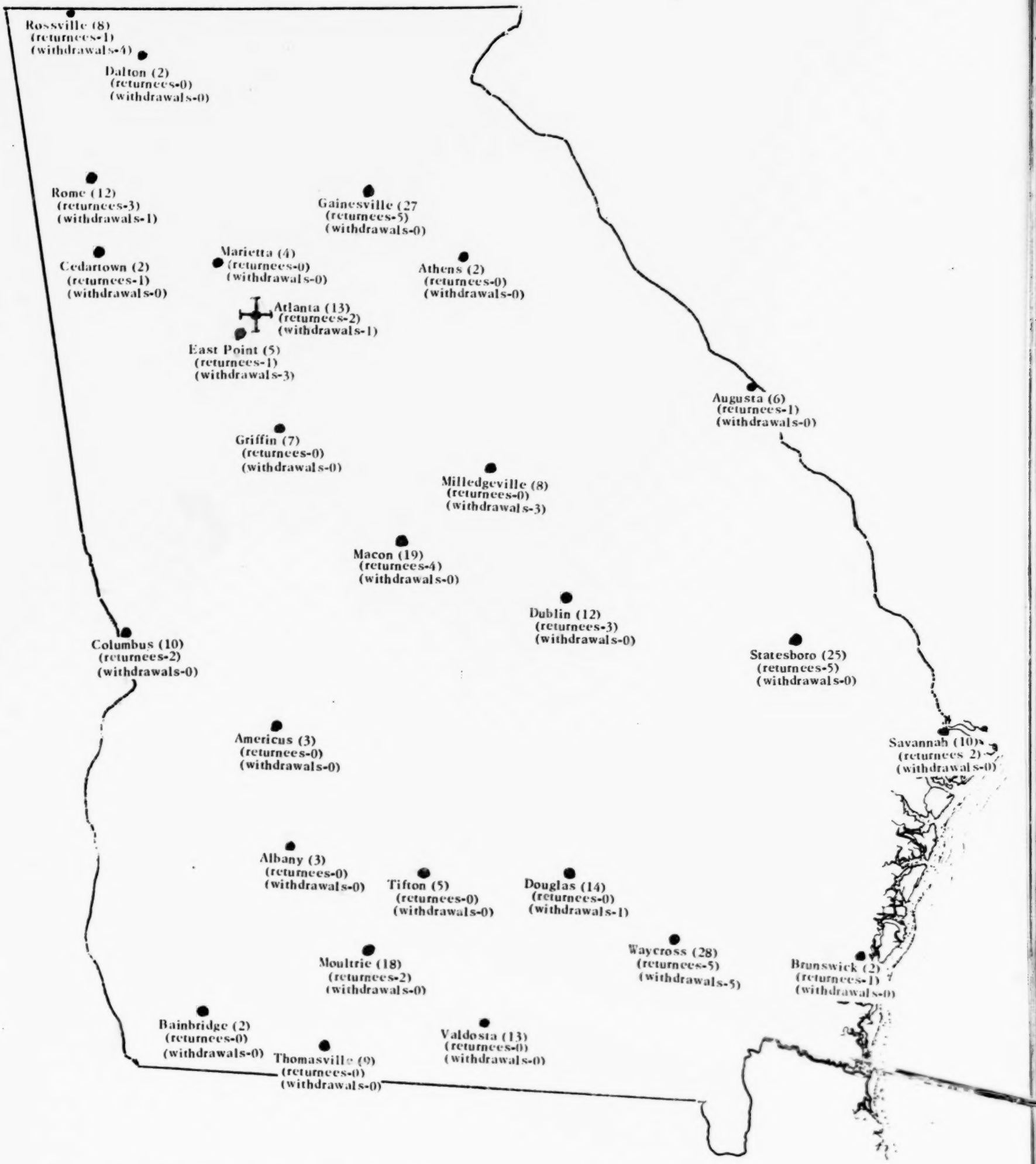


Successful Relocations 75.9%

Returned within 60 days 13.5%

Withdrew before beginning on job 10.6%

CHART B- 16



RELOCATEES BY LOCAL OFFICE AREA

APPENDIX C - EMPLOYER'S COMMENTS

Questionaires were sent to 75 employers who had utilized Labor Mobility in the past year. This questionnaire consisted of 10 questions to be answered by employer, and had space for general comments from the employers.

At the time of this report only 37 of the employers had returned the questionnaire; however, it is felt that the results of these questionnaires is noteworthy. Following are the questions and the answers given by the employers:

1. Did you find the worker(s) qualified to perform satisfactorily on the job for which he was hired? Yes 29 No 3 No Response 5

2. In your opinion, could the worker have made the relocation from his own resources without placing himself in a critical financial bind? Yes 4 No 15 Unknown 16 No Response 2 .

3. Were you, as the employer, subjected to too much "red tape" because of the worker(s)' involvement in Labor Mobility? Yes 1 No 33 No Response 3 .

4. Could you have filled your job opening(s) from the local supply in a reasonable length of time? Yes 8 No 15 Unknown 13 No Response 1 .

5. Do you feel that the Government is receiving sufficient return in taxes for payment of the relocation costs of workers? Yes 25 No 4 Unknown 3 No Response 5 .

6. With today's tight labor market, do you feel that it is advantageous to the economy of the United States to relocate unemployed workers to specific jobs for which they are qualified? Yes 26 No 2 Unknown 8 No Response 1

7. Do you think relocation allowances should be in the form of a grant, loan, or combination grant/loan? Loan 10 Grant 2 Combination 19 .

8. Would you utilize Labor Mobility again if local labor supply becomes short? Yes 33 No 1 Unknown 2 No Response 1

9. Do you think that Labor Mobility helped to "bridge the gap" between jobs for the relocated worker(s), or was it merely "money down the drain"? Bridged the gap 29 Money down drain 5 Unknown 3

10. Do you recommend the continuation of this type of program?
    15 As an integral part of the regular Public Employment Service
    17 As an experimental project for another twelve months
    1 Not at all
    2 No Response

Appendix C - Employer's Comments (continued)

Following are comments received from these employers. Some wrote letters, and they appear on following pages:

"Of two men brought out or sent out, one from Macon, one from Atlanta, neither showed up after interviewing, testing and accepting. Very bad field results."

"This is an excellent program and we hope it will continue."

"With some improvement the program would do more than bridge the gap."

"Ipersonnally feel that Labor Mobility is good, but to move people of low or no skill from one area to another is just transferring poverty problems around and a waste of money. But skills that are critical and unable to find in some labor markets, then I think the money is well spent."

"The majority of the people do not wish to relocate. If they do - they would relocate on their own."

"With the high wage rates of journeymen carpenters, etc. It seems that the cost of relocating should be at the expense of the person relocating. This may not be the case with jobs outside the building trades, but I do feel it should be the case in high paying building trades."

"So many are spending the money they receive for being relocated, unwisely, instead of paying their debts or paying off notes they bought air conditioners and such - they could have done without. Then when notes were due we have to loan money. They want to stay in debt to employer all the time."

"When good people need jobs, we think this program is excellent. However, the people we received were drifters. I see no value in transferring people from one relief role to another."

"We feel that the worker we had needed a more mature attitude toward his future. Young people are wonderful, but need to take more pride in themselves."

"In too many cases people think they want to make a change and after a time they find out their wife didn't like it, and are forced to move back. I have had this happen twice to me."

"4 individuals were employed by our firm who participated in Labor Mobility. In my opinion, all 4 could not have made the financial transition to Atlanta without support."

"We are very satisfied with the help, and would use it again if available."

"We are very satisfied with the employee who was hired through this program."

"I could use a dozen more just like the three you placed here in 1968."

"In our case, the person had acquired a skill at a location where this skill was not in demand. We feel it was useful to relocate him."

"This program made the difference between employee going to Aero-Space Industry in Florida or coming with us. I believe this man cost you approximately $200."

"We did not seek, nor were we aware of a Labor Mobility program when we hired this employee."

"Projects such as this are the best route to better and more stable conditions not only for the employee, but the employer as well. I intend to write the appropriate local, State, and Federal officials and offices to obtain continuation of this service."

"It has helped several of our employees to move from Macon, Ga. These people were experienced and need no formal training."

"As stated above, the people you sent only worked approximately 1 month and therefore I lost money on these people."

ATTACHMENT TO LABOR MOBILITY PROJECT QUESTIONNAIRE

11. In general the Labor Mobility Program was about the best spent tax dollar in the area of the war against poverty. There are a few areas in which I feel the program should be improved so that it would be of greater benefit to the company and the individuals involved. These areas are as follows:

    1. The local employment office should be involved more directly with the program so that their personnel can be used for follow-up, etc.

    2. The follow-up and assistance in relocation should be emphasized to a greater extent. The Labor Mobility personnel should become more involved in obtaining adequate housing, assisting the family in relocation, getting utilities connected, etc. than they were in the demonstration project.

    3. Monies allotted to individuals or families beyond relocation allottments should be allocated to grocery stores, land lords, utility companies, etc. This would insure that these monies went for neccessities rather than for trivials and non-essentials. There have been a few employees who we relocated who required an advance or even advances until they could get on their feet purely and simply because they "blew their roll" on beer, whisky and women. I see no reason why monies could not be turned over to a local grocer, for example, with the insistance that Mr. Doe was to have this much credit on food but no credit beyond the amount indicated.

    4. Some sort of a stronger agreement is needed between the employee and the company. The time he must stay away from his home area should be increased from 6 months to 12 months.

    5. Since we are usually dealing with people that are the hard core unemployed and people that come from areas where there are little employment possibilities we need to instill better work habits. We ran into a problem initially of excess absentees and tardiness, for example.

    Again I state that the Labor Mobility Program was and I hope is one of the best projects in the war against poverty and if properly administered can be a favorable tool to both the employee and employer as well as the State and Federal Governments.

Telephone 426-6005

Camera Stat Associates

Division of Photo Records, Inc.

One Center Plaza
Boston, Mass. 02108

January 16, 1969

Georgia Department of Labor
Room 200
136 Marietta Street
Atlanta, Georgia 30303

Attention: Mr. Joseph Preston

Subject: Labor Mobility Project Questionnaire

Dear Sir:

In filling out the subject questionnaire, it would be unfair to answer the questions without giving some further comments.

Although only one former employee was a product of the "Labor Mobility Project", other people from the Job Corp and similar employment training placements efforts have been taken into our offset printing firm hoping they would find a position and become dependable, willing employees with an unlimited amount of opportunities at their disposal.

I would like to suggest your project investigate the method of operating used by some of the vocational schools. After a person completed the academic portion of the training, they enter the industry as trainees who are monitored by the school. If the trainee completed the training program then, and only then do they get a trade certificate.

My observations to date have led me to believe that the people coming from a training program feel they have been trained to the level of competive profit making employees and feel their pay should equal same. When in reality, the person enters industry and must be trained accordingly.

Quite often, a $2.00 per hour person is performing along-side a proven $3.00 per hour employee and feel they are quite under-paid. In all fairness it would take the $2.00 per hour trainee a maximum of one year before you could objectively compare the trainee to the proven employee.

In closing, I would like to say I'm in favor of training the un-trained and more in favor of people helping themselves and realizing that when one enters the competitive business world. employee and employer must strive to be profit conscious.

Very truly yours,

CAMERA STAT ASSOCIATES

John J. Yirrell
Production Manager

Hamburg INDUSTRIES, INC.

PLANT SITE: HAMBURG, S. C.
P. O. BOX 1591 AUGUSTA, GEORGIA 30903 PHONE 822-4717

January 8, 1969

Mr. Joseph P. Preston
Labor Mobility Project
136 Marietta
Atlanta, Georgia 30303

Dear Sir:

This is just a note to let you know that your help in relocating some trained people in our vicinity has been a great help to our plant.

Mr. Herrington of the Augusta Employment Center has brought in several trained people from Macon which I am fairly sure would not have been passable without this program.

Very truly yours,

M. V. Brown
Superintendent

MVB/ab

APPENDIX D - Case Histories and Relocatees' Comments

The Successful Relocation of Willie L. Glenn

Mr. Willie L. Glenn, a 35 year old Atlanta Negro Veteran with a wife and five children ranging in age from 10 years to 2 months, was successfully relocated to a government agency in the state of Washington, at an annual salary of $5565.00, plus housing situation.

Mr. Glenn had gone from job to job in Atlanta during the past several years. He originally served in the U.S. Army from 1951-1955. He tried unsuccessfully to follow his Army occupational skill as a Supply Clerk in an unfeeling society, receiving little pay to support his wife and himself. He struggled two years, then enlisted in the Navy for seven years. During this enlistment his family increased by two. His wife urged him to secure a discharge so that he would be home to oversee his children, which he did in 1964. Three more children came along in quick succession after he returned home. His employment potential did not improve. He and his wife had many periods of frustration. He worked five months for the City of Atlanta as an Equipment Operator at $289 per month, but lost his driver's license and was terminated. From this time on, he could only get temporary jobs at never more than $1.50 per hour. His wife tried to hold down a permanent job with an Engineering Company at $1.60 per hour. She was never able to work long at a time due to her children and lack of ability to keep and pay baby sitters.

Mr. Glenn, at the urging of an interviewer with the Professional, Clerical, and Sales Office of the Georgia Department of Labor, successfully passed a Civil Service test for Resident Youth Worker, GS-5. He had thought this was a waste of time and never expected hear from them. He thought government jobs were out of his reach.

In January, 1968, the Professional, Clerical, and Sales Office was notified that he had been accepted for a job with the government agency in the state of Washington, as a youth worker. He was referred to the Labor Mobility Office

for financial assistance in order to relocate himself and his family. He was immediately declared eligible for assistance and granted $245.00 to fly by commercial airline to his job opportunity. His family would follow him at the end of June.

The Labor Mobility staff began to counsel Mr. Glenn's wife on what to expect; on how she could relocate with the least inconvenience to her and the children. Railroad schedules and fares were discussed and compared with airline costs. It was decided that flying the family was most practical. Tickets were secured by the Labor Mobility Director at a cost of $320.37. Mrs. Glenn was also allowed $224.00 for other relocation expenses.

On his new job, Mr. Glenn was assigned a trailer to live in. Labor Mobility staff members persuaded the Glenns not to move their used, broken furniture to Washington. The furniture was left in their old apartment. Mrs. Glenn had the key which necessitated correspondence and telephone calls to Washington. Finally, the key arrived, and arrangements were made to ship the furniture to Mr. Glenn's family in Hogansville, Georgia. The entire relocation cost was $1151.00, to move seven people 2650 miles.

The Administrative Officer of the government agency is extremely pleased with Mr. Glenn's work and praises Labor Mobility for their exhaustive efforts. Mr. Glenn is a proud employee at a beginning salary he never dreamed possible for him to receive. His family is happy, and their health has improved immeasurably since leaving the slums in which they were forced to dwell.

The Successful Relocation of Eugene McAlpin

Mr. McAlpin was relocated from Atlanta, Georgia to Maine, where he was employed by the X Company. The Relocatee was married with one child and a dependent father, white male and a high school graduate. He was a veteran, having served in the Navy during World War II. He was 48 years old when he sought assistance. Total cost for the relocation was $1821.00.

Mr. McAlpin had been unemployed 7 weeks having been a victim of a change in personnel policy regarding the maximum age limit for pilots for its company planes. He had been an airplane pilot for 20 years and requested assistance from the Labor Mobility Project in locating a suitable job opening in this field.

Realizing that, due to Mr. McAlpin's age and his lack of experience on multi-engine jets, problems would be encountered in placement of the applicant, a resume was prepared and sent to 24 cities in the United States. In twelve days, Mr. McAlpin was hired by telephone by X Company, conditionally that he could successfully complete strenuous training and indoctrination on the type craft for which he was assigned. The salary agreed upon was $600 per month while training, and either $1000 per month as pilot or $800 as co-pilot. Mr. McAlpin began work on July 15, 1968, and four weeks later was promoted to pilot in command at $1000 per month.

Until Mr. McAlpin could locate suitable housing in the new area, the Labor Mobility Project paid Mrs. McAlpin, still in Atlanta, a separate maintenance allowance. The Project arranged for transportation of household goods, pre-relocation activities necessary to such a long distance move, and financial assistance for transportation.

In the follow-up report, Mr. McAlpin stated, "At my age, the apprehension and uncertainties were certainly beginning to pressure me. Without Labor Mobility assistance, I probably would have had to enter a completely new job at this time.

The Successful Relocation of Johncy M. Geter

A 27 year old Negro high school graduate, Mrs. Geter was relocated from Gainesville to Atlanta at a total cost of $386.80. She graduated from high school in Gainesville in 1960 and before her relocation to Atlanta in January, 1968, had worked for $1.25 per hour. She had been married, given birth to two children and divorced with no child support.

In December, 1966, she was screened and selected by the Gainesville local office for MDTA Clerk-Steno Training. In December, 1967, Labor Mobility representatives visited Gainesville and conducted group orientation to the class, which was graduating in early January. It was revealed that Mrs. Geter would be among the 15 or 20 in the class who would be unable to find work locally. She was screened into the Labor Mobility Project on December 29, 1967.

On the day before graduation, Mrs. Geter was brought to Atlanta for a face to face interview with a prospective employer. Expenses for the interview were paid by Labor Mobility. Mrs. Geter was met at the hotel, transported to the Professional, Clerical, and Sales Office of the Georgia Department of Labor, and accompanied on the face to face interview by a Labor Mobility Representative.

Mrs. Geter was hired at $1.80 per hour to begin on the following Monday in a training related position, with a promise of an increase after four weeks. One week later, Mrs. Geter and her family moved into a house in Atlanta which Mrs. Geter had rented with the help of the Labor Mobility Representative.

A follow-up with Mrs. Geter after six months revealed that she had accepted a position with another company at approximately $100 per week.

Mrs. Geter stated at that time, "Without Labor Mobility's help, I would still be in Gainesville making $1.25 an hour. This is the start I needed."

The Unsuccessful Relocation of Larry G. Hart

Larry G. Hart was a 27 year old high school graduate, married, with one child and with his Army service completed.

Hart had worked as a welder from 1962 to 1966 doing custom work. Since then, he had done temporary work unrelated to his welding trade.

His wife and daughter accompanied him for a face to face interview to Virginia. A job offer as a tack welder for the X Company in Newport News, Virginia, was accepted by Hart. Travelers'Aid located an apartment for the family. Mrs. Hart returned to Georgia to arrange for their move. Hart reported for work on February 5, 1968. During the interview, no information was given by Mr. Hart of his physical problems; namely, a kidney problem plus back trouble. Two weeks after the move was completed, Hart wrote the Mobility Project disclosing the physical ailments and his inability to secure medical care.

Failure on the part of Mr. Hart to inform the Project of his physical condition which later caused him to lose work time on his new job compounded by family and financial problems forced him to return to Georgia.

* * * * * * * * * * * * * * * * * *

The Unsuccessful Relocation of Debra Angela Lott

Mrs. Lott was a Negro high school graduate, divorced with a dependent child. She completed MDTA training as a Clerk-Steno on December 11, 1967, at the Hall County MDTA Center in Gainesville, Georgia. Prior to entering the Labor Mobility Project, Mrs. Lott had worked as a sales clerk, hosiery inspector, and office clerk. Her highest hourly pay was $1.40.

A job offer made by XY Company was accepted by Mrs. Lott and she started work as a clerk-typist on January 20, 1968. The accidental shooting and resultant death of Mrs. Lott's three year old daughter, Pamela, caused Mrs. Lott a nervous condition bordering on a break-down. She returned to Gainesville

immediately following the accident and remained there for approximately two weeks. The XY Company fired Mrs. Lott for excessive absenteeism.

Recovering from the shock of her daughter's death, Mrs. Lott applied for and was accepted for work with Z Company as an operator. A labor strike against the Z Company caused Mrs. Lott to be laid off, although she was not a union member. During the lay-off, Mrs. Lott discovered that she was pregnant. The Company terminated her employment. Mrs. Lott plans to return to Atlanta and work after her baby is born.

Quite obviously, Mrs. Lott encountered problems, each enough to make a lesser person falter. Her determination to work in the field in which she is trained is commendable, to say the least.

APPENDIX D - RELOCATEE'S COMMENTS

After the relocatee and his family had been in the relocation area for sixty days, an interview was conducted by the Labor Mobility Representative or the local office representative. This follow-up gave us much data regarding the success of the relocation. At the interview, the worker was asked for his comments. Following are a few of the most noteworthy comments (No bad comments were received):

" "Since moving, the applicant has been able to purchase a new auto, furniture, and clothes. This individual could not have moved without financial assistance."

"The Project assisted in completion of all papers to get Georgia Teacher Certificate, which was essential in securing employment."

"Employer was well pleased with this applicant. So much so that the applicant was up-graded to salesman and given pay increase. Estimated training time for the salesman position is two years."

"This individual feels as if this move has helped her improve her standards of living as well as helping better herself. Without the financial help and counseling that this program gave her, this move could not have been made."

"Applicant states that she is very happy with her job and the move. She stated Labor Mobility had been most helpful to her in moving and that without it she would not have been able to have made the move."

"This individual could not find work in his field and was working as an unskilled laborer. He is now employed and will be promoted to Radio and TV News Manager next week with a raise in salary. Without the financial assistance of Labor Mobility, this move would have been impossible since the employer holds back two weeks pay and the requirement of paying one month's rent in advance. This individual is most grateful for the assistance he received from this program."

"Applicant is 100% satisfied with his new area and job. Not only is making more money, but he now has the chance to work on a four-year apprentice program which will be of great value to him in his trade. This additional training was not offered in his old area. His living arrangements are better and are near his job."

"This applicant is extremely well pleased with the move and wished to express his thanks to Labor Mobility for making this move possible. He also has a better opportunity for advancement on the job."

"Applicant said he was very happy with his new job and his family was the happiest they had ever been. His wife has been able to secure employment with the company that he is with. Applicant stated, "Without the help of this program, this move would not have been possible and I would still be working part-time.'"

"Applicant feels as if this move put him on his own for the first time. Before, all he could get was part-time jobs and therefore, had to depend on relatives for a place to live. His employer is well pleased with his work."

APPENDIX D - RELOCATEE'S COMMENTS (continued)

"Applicant states the family seems to be quite happy with the move. They say that the people are real friendly and the neighborhood is nicer and they feel that the climate is much better for the family. This move would not have been possible without the financial help of this program."

"This individual is very happy, not only is he making more money, but now he is able to work in the field in which he was trained. The company is also paying all of his insurance including coverage for his family. This cuts his living expenses a good deal."

August 16, 1968

Dear Mr. Preston,

Enclosed you will find the only receipt I have of my moving expense. This is for a truck and driver to bring my son's bedroom suit from Rome, Ga where it was purchased. The cost of delivering my furniture was included with the price of the furniture. My clothing and small house hold items were moved by car.

I am now very happily settled in Dalton and on my new job. I am very grateful to the State Employment Service and the Labor Mobility Project for this wonderful opportunity.

Sincerely yours,
Jaima Jaclyn DeBerry
260-76-1220 55#

173.0
17.50
200.50

October 5, 1968

Hon. Joseph P. Preston, Director
Labor Mobility Project
136 Marietta Street
Atlanta, Georgia

Dear Mr. Preston:

This is to acknowledge receipt of your correspondence with Mr. Gary Yoder. Mr. Yoder informed me to contact you at my earliest convenience.

Mr. Preston, Florida Steel Corporation has been in the process of installing a complete new Rolling Mill. Therefore, for the past four months I have worked from 85 to 105 hours per week. I am sure you will understand that I have been unable to locate a suitable permanent place to reside.

At the present time my wife and I are still living in a house that is completely furnished, and we are now in the process of trying to obtain a piece of property. It is and has been my desire to locate a suitable place in order that I may move all our household contents and family to this area.

As you know my employment with Florida Steel Corpora tion was accepted on a probationary period. This period has now lapsed and I am proud to say that I have been accepted as a full time employee at Florida Steel Corp. I trust that you understand that a person with my record must prove himself acceptable before I could obtain a permanent residence here.

Mr. Preston, I wish to express my deepest appreciation for all the aid and support that your Department has given me. Without your support my job would not be a reality today. I trust that your Department shall bare with me as I try to make further efforts for readjustment. Also, please express my deepest appreciation to Mr. Sam Caldwell and Mr. Walter O. Brooks for their faith and confidence in me. I trust my work record is acceptable.

Again I am sorry for such a delay in closing this matter and I trust it has not been too much of an inconvenience to you and your Department.

Mr. Preston, won't you please let me hear from you as soon as possible and advise if I should continue in my efforts to find a suitable home in this area for my family.

Thanking you I am Sincerely and Respectfully,

Joseph W. Strickland

Joseph W. Strickland
Route 1, Box 164
Seffner, Florida 33584

ms

1/2/69

Hooper
Lend Work
J Preston

Richard L. Caldwell
2034 Bolton, Dr.
Atlanta, Ga. Apt #3
Dec. 25, 1968

Charles E. Daniels
Chief Labor Mobility
P.O. Box 1897
Jackson, Miss.

Dear Mr. Daniels;

It is with great appreciation that we now take the time to write you a little note of thanks.

Being without a job at this time of the year makes it very difficult, which calls for additional bills. I want to thank you, Mr. Daniels, for the great help you and the Employment Service there has given me, and my family.

Putting a "Hillbilly" up in big city life like dropping a "Yankee" in the South, but I have made it fine with the help of Mr. Joe Preston and Mr. D.L. Hooper.

Mr. Hooper has helped me in many ways, after I came here. He made sure that I found a place to stay. He was with me during my job interview, and he never left until he found me and my family a place to live and knew that I knew my way around the area.

To me it is, "Mobility" has meant a lot to me and my family which otherwise I could have not done. It has gave me a good job, a good location, and a nice place to live.

Sincerely Yours,
Mrs. Mrs. Willard K. Caldwell

P. S.

I would have gotten this letter written sooner but I have been just about as nervous, and excited, as a new "Rooster" in a "Hen" house.

Many Thanks

RECEIVED
APR 17 1968
Ga. Dept. of Labor
Labor Mobility

Dear Sir;

I would like to express my deepest appreciation for the help granted me and my family under your mobility program. I think it the best program that could ever be, to help a man get back to work. Every state should have the program, because it not only enables a man to get back to work, but would reduce the unemployment rate, plus easing the financial strain for the poor and middle class until they can get back to work an a new job. It's a life saver. You will never know just how much it has helped me. Thank you.

Wiley D. Denton